

Alternative report for the

UN Committee for the elimination of all

forms of racial discrimination

CERD

concerning the German governmental report

during the 86th session

Submitted by:

Büro zur Umsetzung von Gleichbehandlung – BUG

(Bureau for the Implementation of Equal Treatment)

Greifswalder Str. 4

10405 Berlin

Webpage: www.bug-ev.org

Contact person:

Vera Egenberger – Director

Mail contact:

vera.egenberger@bug-ev.org

Phone:

0049 30 688 366 18

*The **Bureau for the Implementation of Equal Treatment** (German title: 'Büro zur Umsetzung von Gleichbehandlung') - BUG was established in April 2009 and is a registered association under German law with charity status. It has consultative status at the United Nations.*

BUG pursues the vision of a society, free of discrimination, in which all people are treated equally in all areas of life regardless of their ethnic origin, religion, gender, disability, age or sexual orientation and in accordance with the proclaimed principles of equality in Germany.

In order to achieve this goal, BUG promotes, implements and reinforces the General Equal Treatment Act (AGG) and provides legal aid for strategically important cases. BUG is committed to the political, social and legal implementation of precedent-setting decisions in order to end discriminatory structures, rules and practices. This is achieved by furnishing information and through public relations as well as lobbying. BUG encourages and supports collaboration via networking and exchange of strategies among relevant stakeholders.

BUG appreciates being given the opportunity as an NGO to contribute to the CERD Committee's concluding observations pertaining to the German government report concerning racism, xenophobia and related intolerance.

BUG also has contributed to a collective shadow report issued by an alliance of human rights organisations in Germany. We would like to offer additional input to the 86th CERD session with this particular shadow report, specifically concerning forms of

A. religious discrimination practised by church-based employers and bringing to light the
B. shortcomings and limitations of the General Equal Treatment Act (AGG).

Special thanks go to Cana Mungan for her support in developing this shadow report and Meryl Manigault for proof-reading the text.

March 3rd, 2015

Berlin, Germany

Table of Contents

A. Issues concerning forms of discrimination on the grounds of religious affiliation	4
1. Introduction	4
2. The ethnic composition of the German population	5
3. Social services provided by church based organisations	6
4. The legal framework of Christian churches and their organisations.....	7
a) Self-determination of the Christian churches in Germany	7
b) The EU Employment Directive.....	7
c) The General Equal Treatment Act (AGG)	8
5. Employment requirements by church-based employers	8
6. State subsidised welfare work	9
7. Proposals for a more detailed assessment of Germany's country report	10
B. The legal framework does not prohibit racial discrimination by state institutions	11
1. The AGG does not apply to state institutions	11
2. Proposals to strengthen legal protection against racial discrimination	12
C. Appendices	13
Appendix 1: Numbers of members from religious communities in Germany in 2013.....	13
Appendix 2: Number of Catholic Church members in Germany from 1950 to 2013.....	14
Appendix 3: Number of members in the Protestant Church in Germany	15
Appendix 4: Religiousness according to religious denomination in 2008.....	16
Appendix 5: Religious affiliation in Germany 2013 (in %).....	17
Appendix 6: Number of Muslims in Germany (1945-2009).....	18
Appendix 7: Age distribution of the German and foreign population (2012).....	19
Appendix 8: Employment of people with and without a migratory background.....	20
Appendix 9: Working sectors within Caritas	21
Appendix 10: Job advertisement for the position of a counsellor.....	22
Appendix 11: Job advertisement for a house-keeper	23
Appendix 12: Population in Germany according to foreign citizenship.....	24

A. Issues concerning forms of discrimination on the grounds of religious affiliation

1. Introduction

Various UN provisions have clearly stated in the past that discrimination based on racial and ethnic origin in combination with religious affiliation shall be eliminated.

Art. 1 of ICERD states that “*any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.*” constitutes racial discrimination.

The CCPR in its General Comment No. 22 paragraph 8 states “*that the concept of morals derives from many social, philosophical and religious traditions; consequently, limitations on the freedom to manifest a religion or belief for the purpose of protecting morals must be based on principles not deriving exclusively from a single tradition*”.

CCPR furthermore outlines in paragraph 9 that the “[...] *eligibility for government service to members of the predominant religion or giving economic privileges to them or imposing special restrictions on the practice of other faiths, are not in accordance with the prohibition of discrimination based on religion or belief [...]*”.

The Declaration and Programme of Action as agreed at the World Conference against Racism in 2001 in Durban states that “*measures for effective action, including social measures, should aim at correcting the conditions that impair the enjoyment of rights and the introduction of special measures to encourage equal participation of all racial and cultural, linguistic and religious groups in all sectors of society and to bring all onto an equal footing*”.

Such freedoms and rights appear not to be fully implemented at the states party level.

In its 19th to 22nd reports about Germany presented on the 18th of October 2013, the government covers issues concerning migrant communities with non-Christian backgrounds such as the Jewish and Muslim community. Solely in Paragraph 41 (page 11) does the report indicate that ‘*Muslims are not only threatened or discriminated against as migrants*’, which the majority of them are, but also ‘*on the basis of religious affiliation*’. The report fails to point out that non-Christians also experience discrimination when applying for access to employment, education or even to goods and services.

The governmental report furthermore fails to mention an institutionalised form of exclusion based on religious affiliation. Church-based organisations (Catholic and Protestant) form a

substantial sector of the employment market. Such employers categorically require a formal church membership from their staff. This arrangement is rooted in the re-structuring of the post-World War II social welfare system in Germany, which still prevails until today. As long as the country was largely inhabited by long-established German residents this did not generate (societal) social imbalances. Increased immigration to Germany since the 1970s has caused the population to become ethnically and religiously more diverse, which is not reflected in today's recruitment of staff by confessional employers as outlined in this shadow report.

Society at large and political decision-makers have not given the situation consideration, since it is an understood practise. Therefore we believe this issue has not been brought to your attention by the state party or by German NGOs, since Christian organisations play a very active part in the anti-racist movement in Germany.

2. The ethnic composition of the German population

In 2013 the total German population consisted of 80.8 million people. Of those registered, 24.17 million persons or 29.9% were Catholic and 23.36 million people or 28.9 % of the total population were Protestant (see Appendix 1). A decrease in membership in both the Catholic and the Protestant churches had become evident since 1990 (see Appendix 2 and 3). Furthermore, only 27% of the Catholics considered themselves highly religious, 57 % were religious and 16 % not religious at all (see Appendix 4).

In contrast, 4 million people, 4.9 % of the total population, were Muslim, 110.000 people belonged to the Jewish faith, 270.000 people considered themselves Buddhist and 120.000 Hindu (see Appendix 1). Non-Christian believers therefore constituted 6% of the total population.

In 2013 the population not bound to any confession formed 36.6 % of the total population in Germany (see Appendix 5).

Official sources indicate the number of Muslims living in Germany is increasing. During the year 2000 there were 3.000.000 Muslims living in Germany as compared to 4.250.000 Muslims in 2009 (see Appendix 6).

As a result of the arrival of considerable numbers of migrant workers in the 1960s and 1970s, today's religious minorities correlate with people of migrant background or ethnic minorities. According to figures published by the Ministry of Interior in 2009, 2.5 to 2.7 million people having immigrated from Turkey, make up the largest group amongst the Muslim community¹. This is followed by 550.000 Muslims from Southeast Europe and 330.000 Muslims from the Middle East.² About 45 % of those Muslims have acquired German citizenship³.

¹http://www.bmi.bund.de/cae/servlet/contentblob/566008/publicationFile/31710/vollversion_studie_muslim_leben_deutschland.pdf (last access 23.02.2015)

²<http://www.bpb.de/nachschlagen/zahlen-und-fakten/soziale-situation-in-deutschland/145148/religionszugehoerigkeit> (last access 23.02.2015)

The age distribution of the non-German population is on the average younger and consequently consists of more people of working age in comparison to the German population (see Appendix 7).

At the same time, people of foreign origin (migration background), to a large extent of non-Christian faith, are particularly affected by unemployment. In 2012 figures indicated that 4.7 % Germans faced unemployment while 8.9 % of persons with foreign backgrounds were unemployed (see Appendix 8). Muslim women seem to be even more affected by unemployment than their male counterparts.

Since the unemployment rate dropped in 2013 and 2014, figures today are slightly more optimistic for all groups.

3. Social services provided by church-based organisations

Social services provided in Germany are decreasingly offered by the State itself but rather outsourced and offered by non-state actors such as welfare associations, semi-commercial service providers or confessional organisations. It is a particular German characteristic that such services are predominantly provided by church-based welfare organisation with affiliations to the catholic (Caritas) and protestant church (Diakonie).

Social services delivered by Caritas/Diakonie range from

- a) education (e.g. colleges, primary and secondary schools, kindergartens),
- b) health (e.g. hospitals, hospice care, domestic care),
- c) counselling (e.g. parenting, addiction, youth, migrants, asylum seekers, refugees),
- d) social welfare (homeless shelters, children's homes, elderly homes) to
- e) children and youth work

and many more besides regular parish work (see Appendix 9). Services provided in church-based institutions are largely open to the wider public, independent of the religious affiliation of their clients.

With all these welfare and social activities at the local, regional and federal level, church organisations make up the second largest employer with approx. 1.3 million employees⁴ in 2011 - right after the state itself and before the German car industry (719.535 in the same year)⁵. Since the 1970s, the number of employees in confessional welfare organisations is steadily rising. While in 1970 the Caritas counted less than 130.000 and Diakonie less than 170.000 employees, these were 590.401⁶ and 452.244⁷ employees in 2010, with 24.248⁸ and 28.132⁹ facilities and services respectively.

³http://www.bmi.bund.de/cae/servlet/contentblob/566008/publicationFile/31710/vollversion_studie_muslim_leben_deutschland.pdf (last access 23.02.2015)

⁴ Kirchliche Arbeitgeber – Angekommen in der Normalität von Markt und Wettbewerb, Ver.di Bundesverwaltung, September 2011, page 2, <https://www.verdi.de/++file++5073a212deb5011af9001b20/download/Stefaniak-Infopapier-Kirchliches-Arbeitsrecht.pdf> (last access 23.02.2015)

⁵ <http://de.statista.com/statistik/daten/studie/30703/umfrage/beschaeftigtenzahl-in-der-automobilindustrie/> (last access 23.02.2015)

⁶ <http://www.diakonie.de/zahlen-und-fakten-9056.html> (last access 23.02.2015)

⁷ <http://www.caritas.de/diecaritas/wofuerwirstehen/millionenfache-hilfe> (last access 23.02.2015)

⁸ <http://www.diakonie.de/zahlen-und-fakten-9056.html> (last access 23.02.2015)

⁹ <http://www.caritas.de/diecaritas/wofuerwirstehen/millionenfache-hilfe> (last access 23.02.2015)

In some rural areas of Germany church-based social and welfare services constitute a monopoly. Such services can be used by anyone but are offered along Christian principles and standards. State run social and welfare services in those places are not available.

With the growth of these organisations an additional internal administrative structure has been established such as specific pension programmes, banks and building firms. Therefore, confessional welfare organisations also have a significant number of administrative positions in their workforce.

4. The legal framework of Christian churches and their organisations

a) Self-determination of the Christian churches in Germany

The Christian churches possess the right to self-determination which is codified in art. 137 (3) of the Weimar constitution saying that “*each religious body regulates and administers its affairs independently within the limits of general laws. It appoints its officials without the cooperation of the state, or of the civil community*”. This regulation has been integrated into Art. 140 of the current German Constitution, while the state itself is bound to ideological neutrality via Art. 4 (1) and (2) of the Constitution. The state leaves the task of managing the exercise of the Christian religions solely to the Catholic and Protestant churches and the facilities assigned to them. Employment in a church-based organisation is further based on the principle of a ‘service community’ (Dienstgemeinschaft)¹⁰. This gives the Christian welfare organisations the special right to determine internal labour regulations concerning collective bargaining, the representation of employees and employment regulations including recruitment, labour rules and termination of employment contracts.

In the context of recruiting employees for positions in church-based organisations – as outlined below in para 5. – the Christian employers predominantly claim that staff members be a registered member of a Christian church until today.

b) The EU Employment Directive

In the EU Directive 2000/78/EC, adopted in 2000, the fundamental principle of equal treatment was formulated for religious communities particularly in the employment sector. However art. 4 (2) allows an exception giving churches and other public or private organisations with a faith based ethos the possibility to make “*a difference of treatment based on a person's religion or belief. [This] shall not constitute discrimination where, by reason of the nature of these activities or of the context in which they are carried out, a person's religion or belief, constitute a genuine, legitimate and justified occupational requirement, [...]*”.

This EU principle therefore focusses on the nature of the work to be performed and whether the required religious ethos is a substantial and genuine requirement for the position in question (or not). It makes a distinction between positions performing clerical work, religious

¹⁰ Richardi, Arbeitsrecht in der Kirche, § 6 marginal no. 21.

7. Proposals for a more detailed assessment of Germany's country report

BUG highly appreciates the work of the CERD Committee that aims to ensure that ICERD is fully acknowledged and put into practise at states level. With this in mind, we are submitting our proposals to the Committee for further consideration.

Even though the Government of Germany has taken up the struggle against discrimination in general and, especially against racial discrimination, since its last report in front of the CERD Committee, we are convinced that the German Government must increase its efforts to minimise all forms of racial discrimination.

In this regard, we invite the Committee to:

1. Request further information from the German delegation concerning possible racial disparities caused by the Christian churches practising their right to self-determination.
2. Further solicit information from representatives of the German Government if there is a plan for closing the gap which exists in employment between the majority of the German population and Muslims with a migratory background, especially Muslim women.
3. Ask the German delegation whether it considers the exemption rule for church-based structures as formulated in section 9 (1) of the Equal Treatment Act (AGG) to be in conformity with art. 4 (2) of the EU Directive 2000/78/EC.
4. Invite the German delegation to assess section 9 of the General Equal Treatment Act. Ask why or why not they think section 9 should be adapted to accommodate the multi-religious and diversified population of German society today.
5. Ask the German delegation if data concerning religious affiliation and ethnic decent will be collected in the near future in order to document possible forms of religious and ethnic discrimination in employment, particularly considering church-based employment practices. If so, would the delegation outline how this could be done?

Furthermore BUG would highly welcome the formulation of the following recommendations by the Committee:

1. The German government considers steps to counter Muslim exclusion in employment within Christian church-based institutions whenever being a Christian is not a genuine, legitimate and justified occupational requirement.
2. The German Government undertakes measures aiming to lower the unemployment rate of persons with a migratory background.
3. The German Government reviews the collection of religious and ethnic data in order to be in a better position to recognise forms of religious and racial discrimination in the society.

B. The legal framework does not prohibit racial discrimination by state institutions

1. The AGG does not apply to state institutions

Art. 2 (1c) of ICERD requests states parties to “*take effective measures to review governmental, national and local policies, and to amend, rescind or nullify any laws and regulations which have the effect of creating or perpetuating racial discrimination wherever it exists*”.

Furthermore it is emphasised in art. 6 that signatory states ensure “*effective protection and remedies, through the competent national tribunals and other State institutions, against any acts of racial discrimination which violate [...] human rights and fundamental freedoms*”.

As the Committee is well aware the General Equal Treatment Act was introduced in 2006. The ***Bureau for the Implementation of Equal Treatment*** is an NGO that offers legal assistance to victims of discrimination within the framework of this law. It aims to create precedence and fosters the implementation of the AGG. In this regard BUG is in a position to assess the strengths and weaknesses of this Act.

While the AGG offers victims of discrimination a suitable tool to counter discrimination perpetrated by individuals within the area of civil law, it remains silent in cases of discrimination performed by state institutions.

In January 2014 a family of West-African origin was undertaking an excursion from Mainz to Bonn. The family was stopped and searched by the Federal Police in a regional train. Each family member was in the possession of a German passport. Nonetheless the officers requested their documents and checked the validity of the passports with the central office. No other travellers were checked. The Federal Police performed this check on the basis of art. 22 (1a) of the Federal Police Code that provides the possibility for personal checks without initial suspicion. Anecdotal evidence indicates – since no official statistics are available – particularly people of colour, visible minorities or people being categorised ‘migrant’ (Ausländer) are overproportionally stopped and searched. Several court cases are currently pending at various levels of administrative courts.

Since the scope of the AGG excludes state institutions such as the police forces, the public administration and public schools, ‘*racial profiling*’ as a form of racial discrimination cannot be litigated with the present law. Victims of stop-and-search measures only can protect themselves against such measures by applying administrative law in this case in German ‘*Fortsetzungsfeststellungsklage*’ (the legal claim that the stop-and-search should not be repeated). Possible racial connotations are almost completely disregarded within this type of legal framework.

2. Proposals to strengthen legal protection against racial and ethnic discrimination performed by state institutions

Current legal protection against racism does not comply with CERD standards and needs to be changed.

Therefore BUG recommends the Committee to ask the German Government:

1. Why statistical material concerning '*racial profiling*' is not collected by the Federal or State police forces?
2. If a reform of art. 22 1(a) of the Federal Police Act can be expected to ensure that people belonging to ethnic minorities or people of colour will not over-proportionally be stopped without initial suspicion?
3. When is the German Government planning to develop a legal framework to pose a sanction on racial and ethnic discriminatory practices among state institutions?

BUG would like to invite the Committee to formulate the following recommendations:

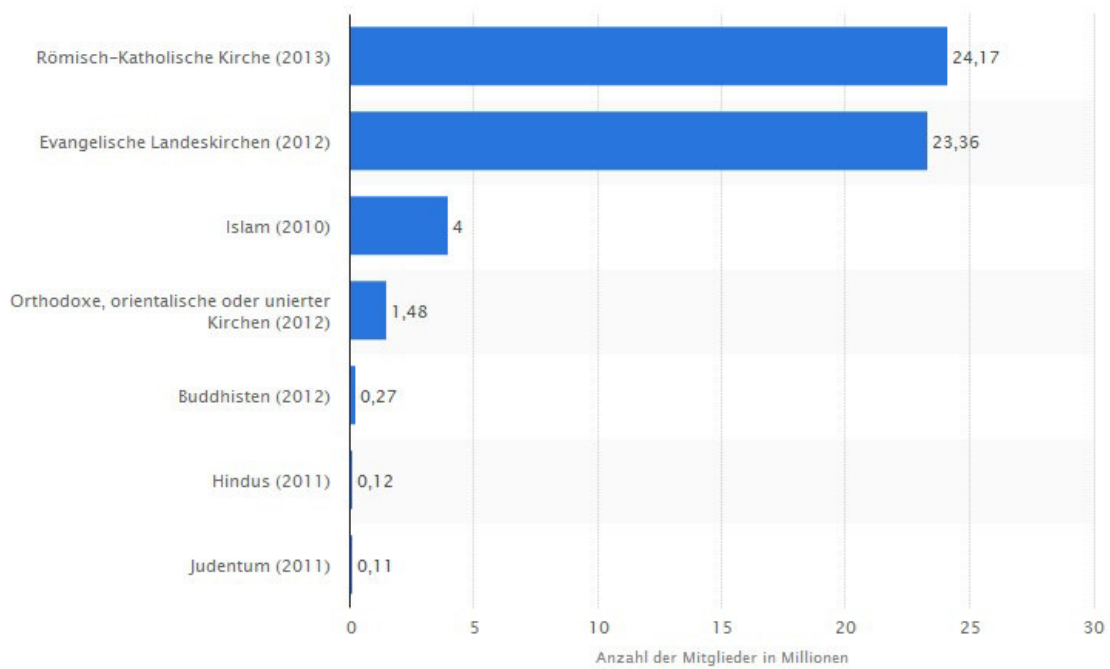
1. The German Government provides a legal basis ensuring that the Federal and State police forces perform their duties without racial or ethnic profiling.
2. The German Government should introduce laws to penalise racial or ethnic discrimination performed by any state institution.

BUG highly appreciates the endeavours of the CERD Committee in tackling racial discrimination. We are prepared to support the Committee and the German Government towards further progress in their attempts to achieve a society free of racial discrimination.

C. Appendices

Appendix 1: Numbers of members from religious communities in Germany in 2013 (in million)

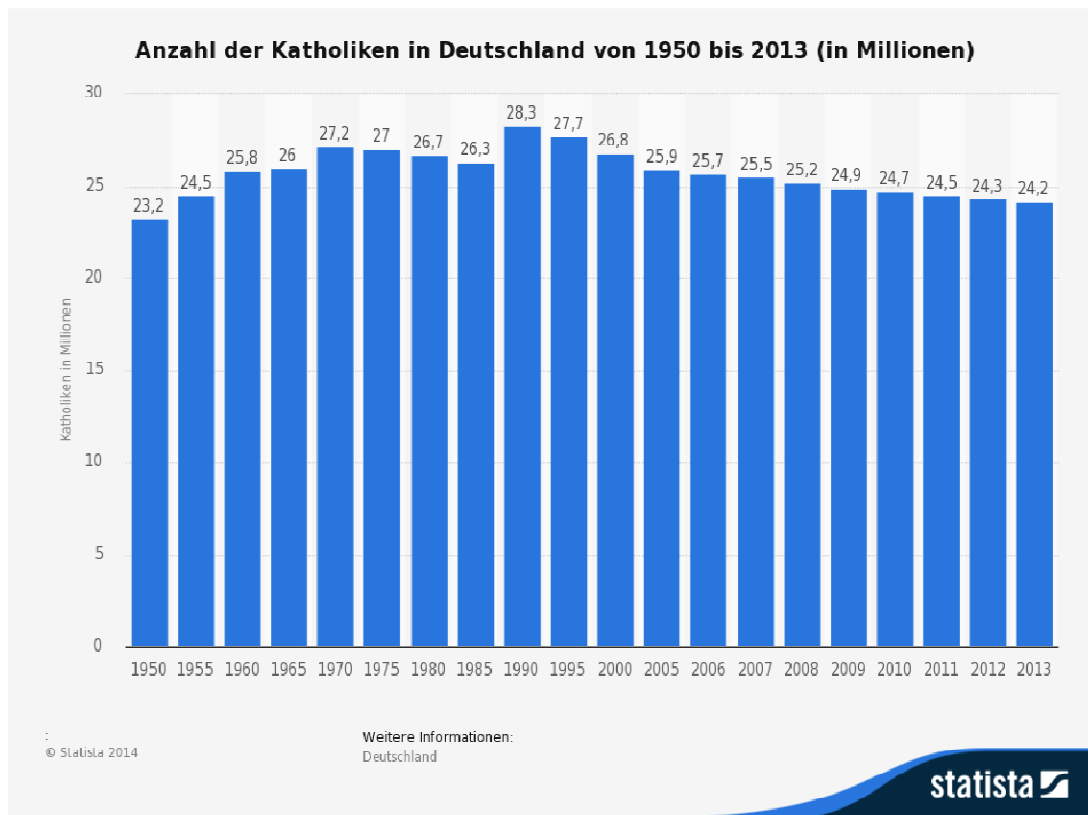
Anzahl der Mitglieder in Religionsgemeinschaften in Deutschland im Jahr 2013* (in Millionen)



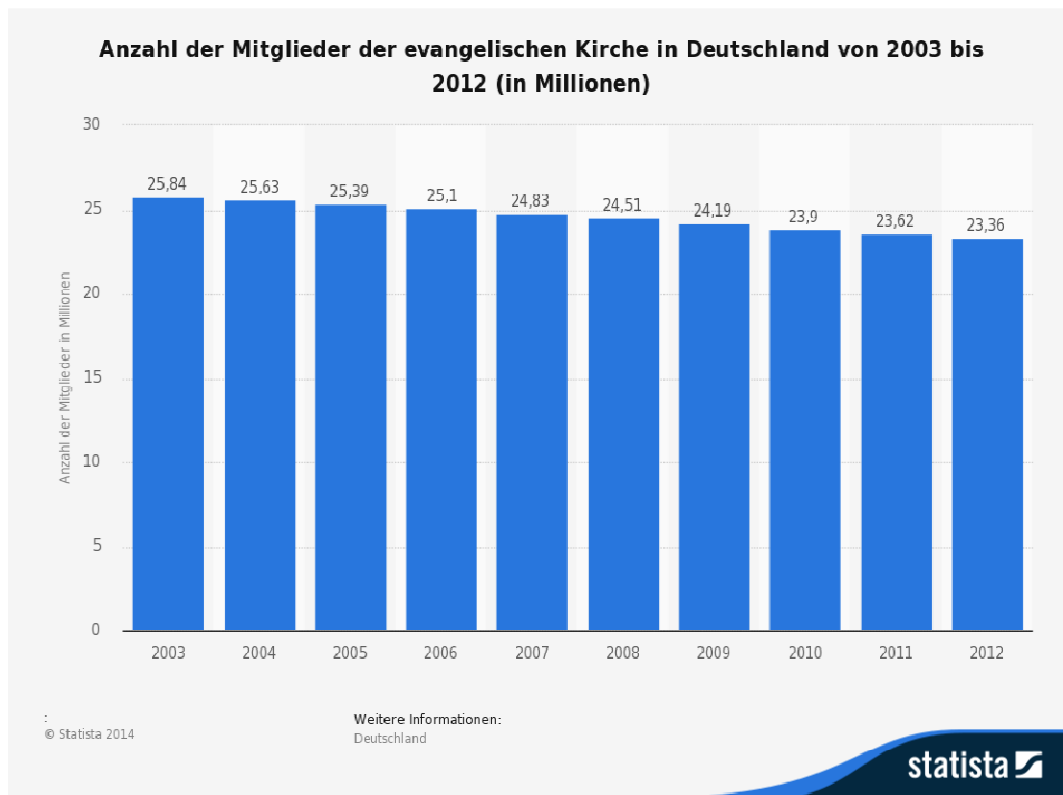
Weitere Informationen:
[Account freischalten](#)

Quelle:
[Account freischalten](#)
© Statista 2014

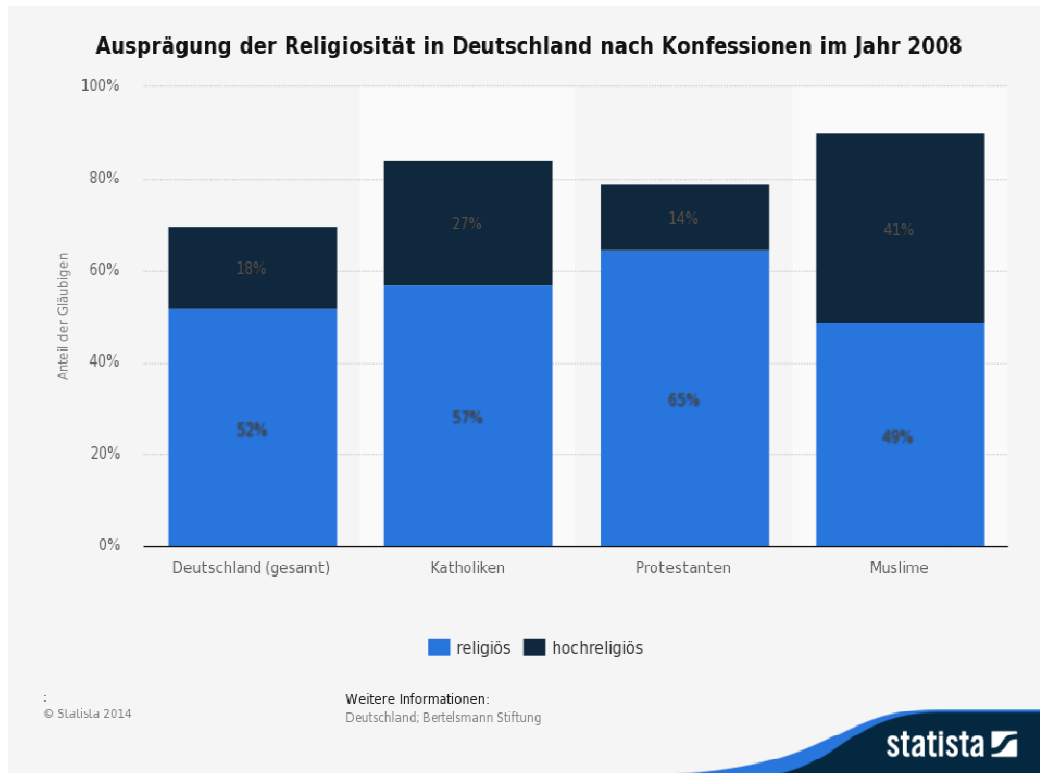
Appendix 2: Number of Catholic Church members in Germany from 1950 to 2013 (in million)



Appendix 3: Number of members in the Protestant Church in Germany from 2003 to 2012 (in million)



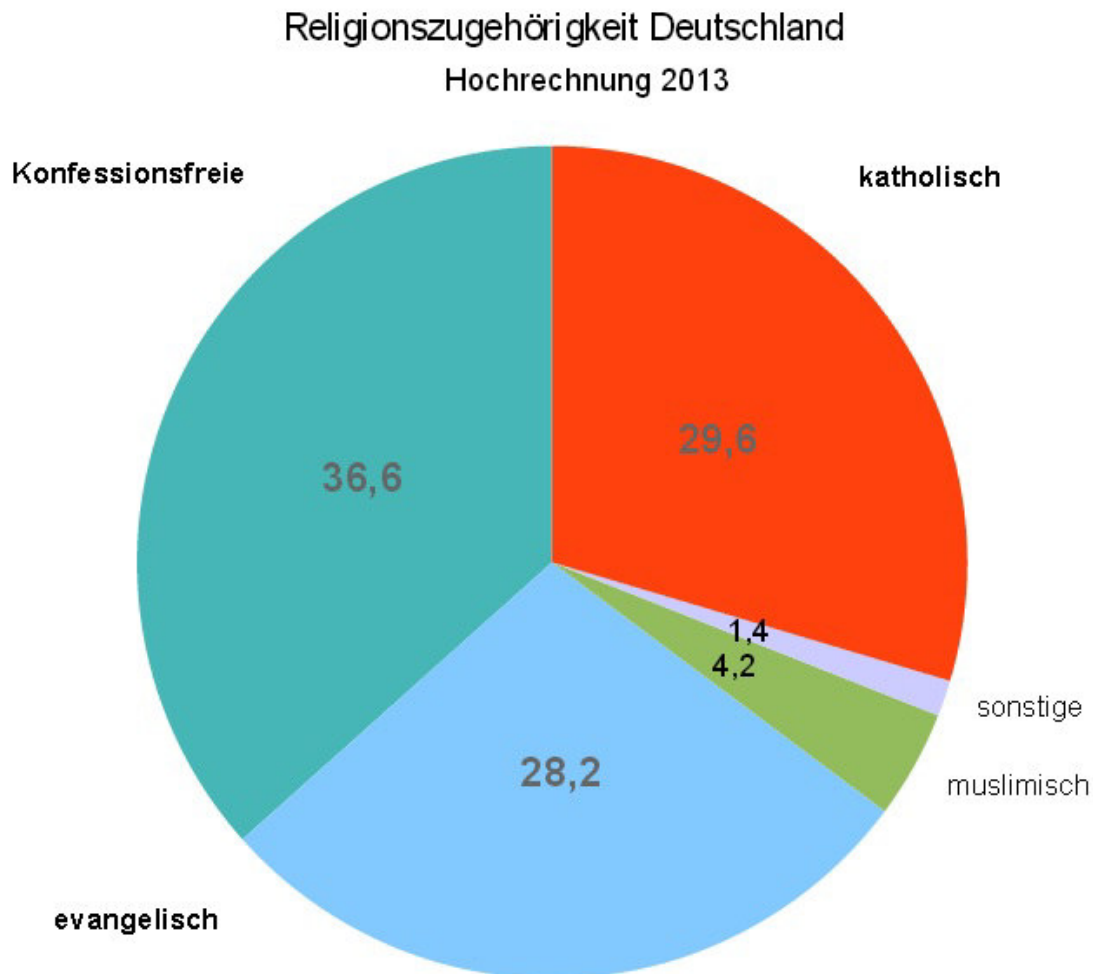
Appendix 4: Religiousness according to religious denomination in 2008



Religiös = religious

Hochreligiös = highly religious

Appendix 5: Religious affiliation in Germany 2013 (in %)

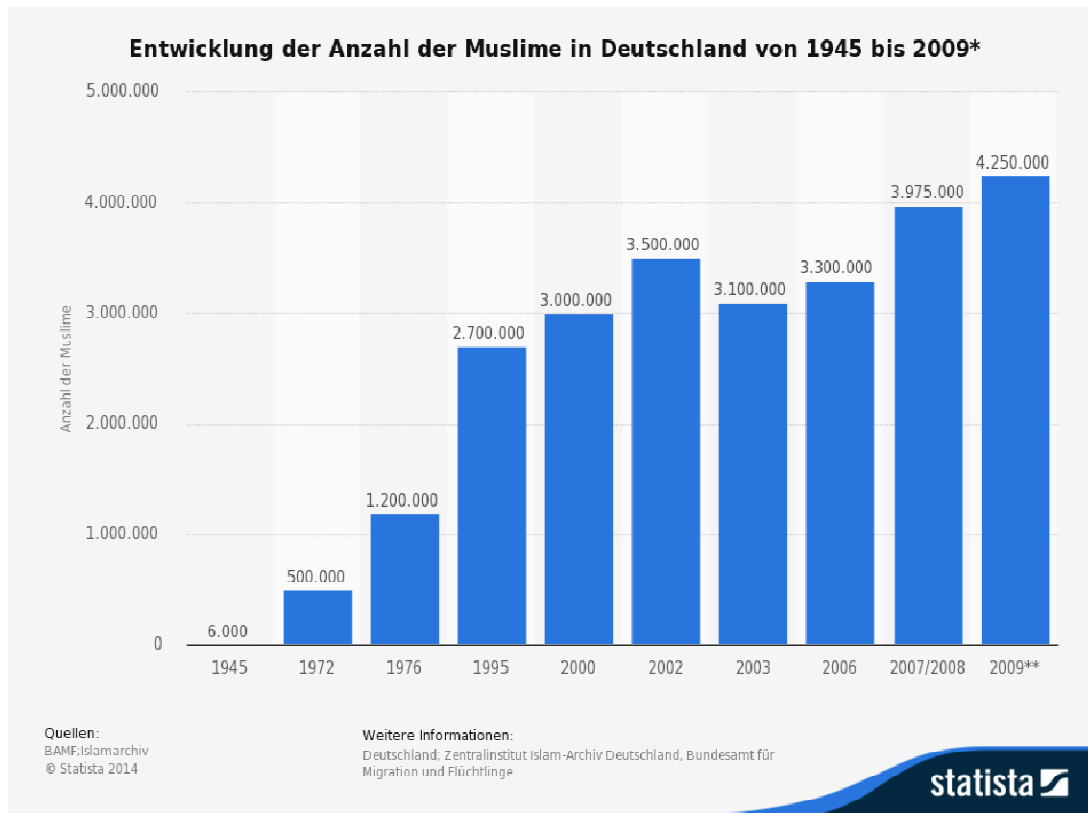


Quelle: statistisches Bundesamt, Angaben der Kirchen und weitere Informationen

Aufbereitung, Grafik, Copyright: fowid / sfo

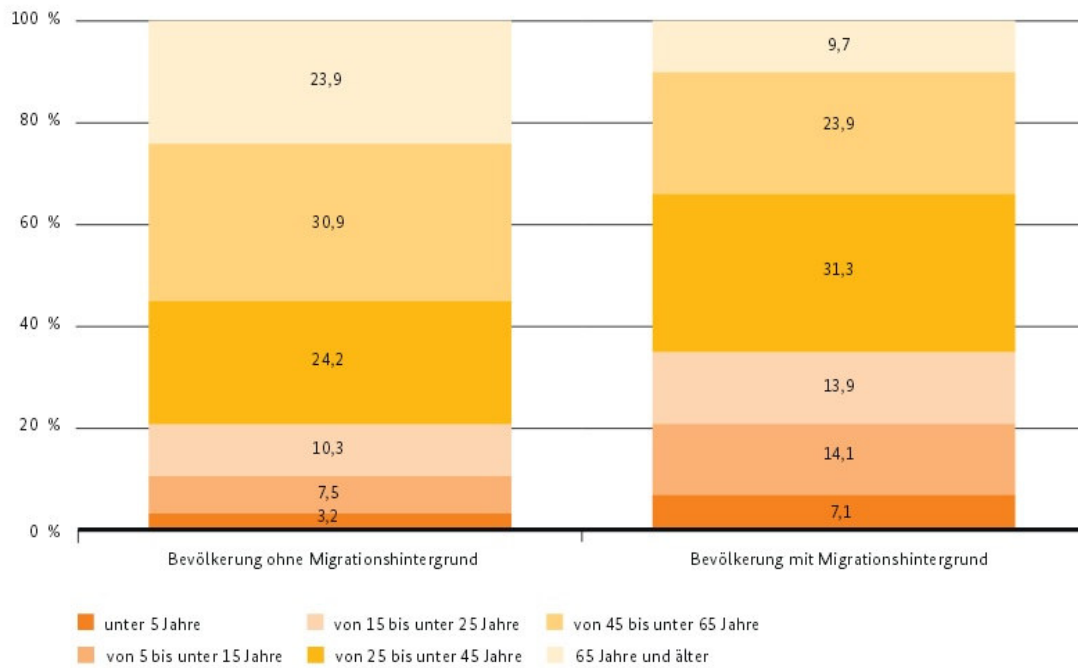
Konfessionsfreie	Without confession
Katholisch	Catholic
Evangelisch	Protestant
Muslimisch	Muslim
Sonstige	Other

Appendix 6: Number of Muslims in Germany (1945-2009)



Appendix 7: Age distribution of the German and foreign population (2012)

Abbildung 7-3: Altersstruktur der Bevölkerung mit und ohne Migrationshintergrund 2012



Quelle: Statistisches Bundesamt, Mikrozensus 2012

Appendix 8: Employment of people with and without a migratory background

Erwerbstätigkeit bei Menschen mit und ohne Migratonshintergrund

	Erwerbspersonen 2012				
	insgesamt (in 1.000)	Erwerbstätige (in 1.000) (in %)		Erwerbslose (in 1.000) (in %)	
Gesamtbevölkerung	42.477	40.161	94,5	2.317	5,5
ohne Migrationshintergrund	34.486	32.880	95,3	1.606	4,7
mit Migrationshintergrund	7.992	7.281	91,1	711	8,9
davon Deutsche	3.837	3.560	92,8	277	7,2
davon Ausländer	4.154	3.720	89,6	434	10,4

Quelle: Statistisches Bundesamt, Mikrozensus 2012, Auswertung von Juli 2014 auf Anfrage
© Mediendienst Integration

<http://mediendienst-integration.de/integration/arbeitsmarkt.html> (last accessed 26.02.2015)

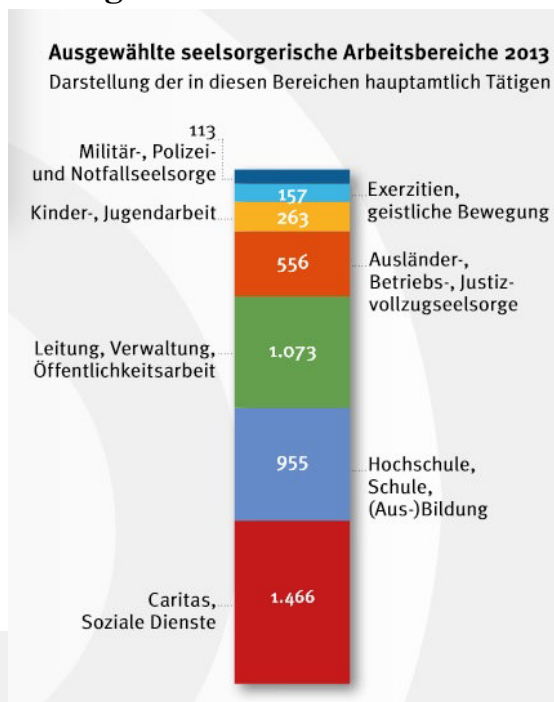
Erwerbspersonen 2012	People in employment 2012
Insgesamt	total,
Erwerbstätige	People being employed,
Erwerbslose	People being unemployed
Gesamtbevölkerung	Total population
Ohne Migrationshintergrund	without a migratory background
Mit Migrationshintgergrund	with a migratory background

Appendix 9: Working sectors within Caritas

Military, police, emergency pastoral care

Administration, management, public relations work

Caritas, social services



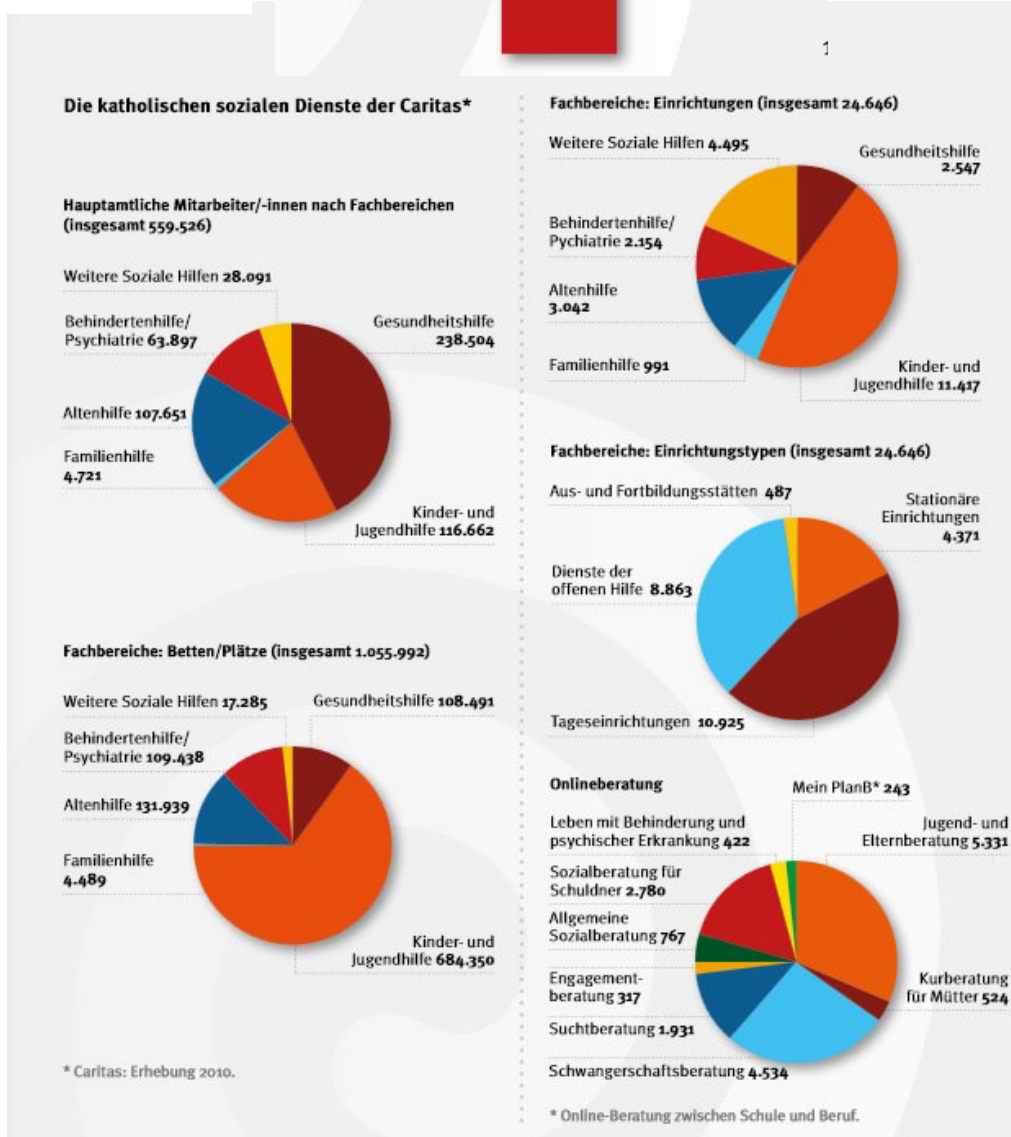
Selected areas in welfare services 2013*

Indication of employees in these areas

Religious exercises, spiritual movement

Pastoral care for foreigners, businesses, penal institutions

University, school, apprenticeship




German Bishops Conference, Katholische Kirche in Deutschland - Zahlen und Fakten 2013/14, page 13

*Translation provided by BUG

Appendix 10: Job advertisement for the position of a counsellor

13.12.13 Fachberater/-in Migration (75% AZ/29,25 Std./Woche) | Diakonisches Werk Hamburg

Stellenangebote DW



Stellenangebot

Fachberater/-in Migration (75% AZ/29,25 Std./Woche)

Kennziffer: 2013/23

Das Diakonische Werk Hamburg sucht zum 01.02.2014, zunächst befristet bis zum 31.12.2014, für den Vorstandsbereich Landesverband / Fachbereich Migration und Existenzsicherung zur Elternzeitvertretung eine/n

Fachberater/-in Migration
(75% AZ/29,25 Std./Woche)

für das ESF-geförderte Projekt „Zentrale Anlaufstelle Anerkennung“. Sie beraten Menschen mit Migrationshintergrund zu Fragen der Anerkennung von im Ausland erworbenen Abschlüssen und Qualifikationen. Sie entwickeln Arbeitsmaterialien und Handreichungen fort und begleiten den Transfer der Anerkennungsberatung aus einem befristeten Projekt in eine Regelaufgabe.

Sie verfügen über ein erfolgreich abgeschlossenes Fachhochschulstudium der Sozialpädagogik oder eine vergleichbare Ausbildung.

Ausgewiesene Fachkenntnisse im Bereich der Migrationsarbeit, idealerweise im Bereich der Anerkennung ausländischer Abschlüsse sowie der Arbeitsmarktintegration von Migrantinnen und Migranten und gute EDV-Kenntnisse bringen Sie mit. Sie verfügen über beratungssichere Kenntnisse in mehreren Fremdsprachen, wünschenswerterweise insbesondere in der türkischen Sprache. Sie haben interkulturelle Kompetenzen.

Als diakonische Einrichtung setzen wir Ihre Mitgliedschaft in einer christlichen Kirche voraus.

Es erwartet Sie eine abwechslungsreiche und verantwortungsvolle Tätigkeit verbunden mit einer tariflichen Vergütung nach KAT K 9, ein attraktiver Standort in Hamburg-Altona, flexible Arbeitszeiten und eine zusätzliche Altersversorgung. Sie erhalten die Möglichkeit, fachbezogene Fortbildungen wahrzunehmen und die HVV-Proficard zu beziehen.

Bitte senden Sie Ihre aussagefähigen Bewerbungsunterlagen bis zum 14.01.2014 unter der Bewerbungskennziffer 2013/23 an:

Diakonisches Werk Hamburg, Frau K. Lehne, Königstraße 54, 22767 Hamburg
E-Mail: TeamPersonal@diakonie-hamburg.de (max. 2 PDF-Datei-Anhänge)

Anbieter

Personal Diakonisches Werk Hamburg
Königstraße 54
22767 Hamburg
Telefon: 040 30620-236

Einsatzort: Hamburg
Umfang: Teilzeit
Arbeitsbereich: Integrations- / Migrationsarbeit
Qualifikation: Sonstige

Stellenausschreibung als pdf

- Kennziffer 2013/23

www.diakonie-hamburg.de/web/stellenangebote/dw/infos/Fachberater--in-Migration-75-AZ-2925-Std.-Woche 1/2

Sie verfügen über beratungssichere Kenntnisse in mehreren Fremdsprachen, wünschenswerterweise in der türkischen Sprache.

You have considerable and proven knowledge in several languages preferably in the Turkish language.

Als diakonische Einrichtung setzen wir Ihre Mitgliedschaft in einer christlichen Kirche voraus.

As a diaconic institution we expect membership in a Christian church.

Translation provided by BUG.

Appendix 11: Job advertisement for a house-keeper

caritas Caritas Deutschland | Caritas international | Online-Beratung | Adressen | Jobs | Kampagne english

Jobbörse
Ihre Zukunft bei der Caritas

caritas.de Für Profis Arbeiten bei der Caritas Jobbörse
Meine Jobsuche | Für Dienstgeber

Bewerbungsfrist: 31.03.2015 <http://www.caritas.de/Q9Z31>

Empfehlen | Twittern | +1

Zurück zur Liste

NICHT-FACHKRAFT


Hausmeister

Wir sind ein kleiner Pflegedienst und suchen für unsere Räumlichkeiten einen teilzeit Hausmeister für 12 - 15 Std. in der Woche.

Ihre Aufgaben	Allgemeine Arbeiten in den Räumen der Sozialstation; Botengänge; Gartenarbeiten; zuständig für Müllentsorgung; Bestellungen einräumen; usw.
Wir erwarten	christliche Grundhaltung Führerschein einwandfreies Führungszeugnis selbständiges Arbeiten
Wir bieten	Gutes Betriebsklima

Dienstgeber

Caritas-Sozialstation Aichach e. V.
Bahnhofstr. 28
86551 Aichach



Ansprechpartner Dienstgeber

Wir erwarten: christliche Grundhaltung,

*We assume: Christian attitude,
Translation provided by BUG*

Appendix 12: Population in Germany according to foreign citizenship (only Muslim countries)

Nationality	31.12.2013			
	total	male	female	Percentage of women
1	30	31	32	33
Europe.....	6 051 796	3 145 468	2 906 328	48,0
<i>EU-Members.....</i>	3 366 504	1 815 148	1 551 356	46,1
<i>EU-Candidates.....</i>	1 921 411	992 702	928 709	48,4
Turkey.....	1 549 808	802 663	747 145	66,1
<i>Further Europa.....</i>	718 498	317 563	400 935	41,1
Bosnia and Herzegovina.....	157 455	81 810	75 645	52,7
Kosovo.....	170 795	88 526	82 269	61,1
Africa.....	318 577	184 015	134 562	46,9
<i>North Africa.....</i>	134 137	81 733	52 404	44,5
Egypt.....	17 346	11 688	5 658	45,4
Algeria.....	14 682	10 408	4 274	54,8
Morocco.....	65 440	35 447	29 993	51,7
Tunisia.....	26 030	17 248	8 782	47,8
<i>West Africa.....</i>	86 374	52 204	34 170	48,9
Ghana.....	24 790	12 275	12 515	60,5
Nigeria.....	24 254	14 752	9 502	38,3
Togo.....	10 025	5 362	4 663	38,8
<i>Central Africa.....</i>	32 304	17 749	14 555	47,7
Cameroon.....	17 023	9 419	7 604	48,4
Congo, Democratic Republic	9 835	4 924	4 911	47,6
<i>East Africa.....</i>	50 291	24 467	25 824	48,2
Ethiopia.....	10 980	5 211	5 769	48,4
Asia.....	957 950	478 392	479 558	48,2
<i>Middle East.....</i>	317 065	178 987	138 078	57,5
Azerbaijan.....	15 637	8 137	7 500	63,4
Iraq.....	85 469	49 538	35 931	42,2
Iran.....	60 699	34 022	26 677	39,1
Jordan.....	8 836	5 365	3 471	29,1
Lebanon.....	34 840	20 563	14 277	45,8
Palestinian Territories.....	550	355	195	33,7
Syria.....	56 901	33 356	23 545	39,6
<i>South- and Southeast</i>				
<i>Asia.....</i>	333 393	152 715	180 678	50,5
Indonesia.....	14 822	6 328	8 494	46,5
Pakistan.....	40 911	26 780	14 131	45,0
<i>East- und Central Asia.....</i>	307 492	146 690	160 802	49,2
Afghanistan.....	66 974	39 469	27 505	55,2
Kazakhstan.....	47 023	21 397	25 626	43,9

Statistisches Bundesamt, 2013