

EQUALITY – The Charter of Fundamental Rights of the European Union

Ambition and Reality in Germany, Iceland, Poland and Turkey



-GERMANY-



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EQUALITY - THE CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION

AMBITION AND REALTY IN GERMANY, ICELAND, POLAND AND TURKEY

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Germany

Germany

Key facts

- **population:** 84,270,625 (2022)
- **president:** Frank-Walter Steinmeier
- **chancellor:** Olaf Scholz
- **capital:** Berlin
- **currency:** Euro
- **area:** 357,592 km²
- **GDP Per capita:** 84,270,625 (2022)
- **Life expectancy:** 78 years (men) 83 years (women)



Location

Germany, officially the Federal Republic of Germany, is a country in Central Europe. It is



Map of Germany

the second-most populous country in Europe after Russia, and the most populous member state of the European Union. Germany is situated between the Baltic and North seas to the north, and the Alps to the south. Its 16 constituent states are bordered by Denmark to the north, Poland and the Czech Republic to the east, Austria and Switzerland to the south, and France, Luxembourg, Belgium, and the Netherlands to the west.

Germany's central and southern regions have forested hills and mountains cut through by the Danube, Main and Rhine

river valleys. In the north, the landscape flattens out to a wide plain that stretches to the North Sea. Between these extremes, Germany is a country of incredible variety. Germany's

largest wooded area, and its most famous, is in the southwest near the Swiss border. This is the Black Forest, a mountainous region full of pines and fir trees. This forest contains the source of the Danube, one of Europe's longest rivers.

German people and culture

Today almost one in every ten Germans comes from a foreign country – more than at any time in Germany's history. The largest minority are Turkish, who started to come to Germany in the 1950s to work. About two-thirds of Germans are Christians.



Ludwig van Beethoven

Germany has been called the “Land of Poets and Thinkers.” Germans are famous in all forms of art, but particularly classical music. Germany's famous composers include Bach, Brahms, Schumann, Wagner and Beethoven.

Germany's wildlife and nature

The German government works hard to protect the country's wildlife. There are 97 nature reserves in Germany, the biggest of which is the Black Forest. Despite these efforts, however, many species are at risk of extinction, including beavers, minks and, off the coast, certain species of



Germany's thick forests are home to lots of amazing wildlife, including the Eurasian lynx

German history

Humans settled in northern Europe about 10,000 years ago, after the end of the last Ice Age. The first people to speak a language similar to modern German probably lived in the area about 5,000 years ago. It was still thousands of years, though, before Germany was created.

Early Germany was a patchwork of small states ruled by dukes and kings. But in 1871, the country was united by a politician named Otto von Bismarck.

In the late 19th century Germany began competing with other European countries to set up colonies in Africa and Asia. These tensions led to World War I in 1914, the worst conflict the world had ever seen. Germany and its allies lost the war to Britain, France, Russia, Italy, Romania, Japan and later, the United States.

Adolf Hitler and his Nazi Party came to power in 1933 promising to make Germany great again. In 1939, Hitler invaded Poland, starting World War II. During the war, Hitler created camps

where millions of Jewish people and other groups of people were killed. The war ended in 1945 with the Germans' defeat.

Economy

The German economy is the fifth-largest economy in the world in PPP terms and Europe's largest. Germany is a leading exporter of machinery, vehicles, chemicals, and household equipment and benefits from a highly skilled labor force. Like its Western European neighbors, Germany faces significant demographic challenges to sustained long-term growth. Low fertility rates and declining net immigration are increasing pressure on the country's social welfare system and necessitate structural reforms.



MADE IN GERMANY

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Weather and climate in Germany

Germany has a temperate climate with mild temperatures and moderate rainfall throughout the year. The climate is influenced by the country's location in central Europe and its proximity to the North Sea and the Ostsee (Baltic Sea).

Summer temperatures in Germany range from 25-35°C, with occasional heatwaves bringing temperatures up to 40°C or higher. In the winter months, temperatures range from minus 10 to plus 10°C, with occasional cold spells bringing temperatures below freezing.

Rainfall is fairly evenly distributed throughout the year. However, certain regions of Germany, such as the northwest and the mountainous areas, receive higher levels of rainfall than others.

Germany also experiences distinct seasons, with spring bringing blooming flowers and warmer weather, summer bringing longer days and outdoor activities, autumn bringing colorful foliage and cooler temperatures, and winter bringing snow and the holiday season.

Overall, Germany's climate is relatively mild and pleasant, although it can vary depending on the region and time of year.



Places to visit in Germany

Germany is a country that is rich in history, culture, and natural beauty. There are many amazing places to visit in Germany. Cities like Berlin, Munich, Heidelberg, Dresden or Hamburg draw millions of visitors every year.

Furthermore, there are mountainous regions like the alpes or the black forest in the south and beautiful beaches in the north of Germany. In between you can find rolling hills, wine regions alongside the rivers and even volcanic regions in the west.

In Hessen, there are – next to Frankfurt – also many great places worth a visit:

- Wiesbaden - Famous for its hot springs and luxurious spa culture, Wiesbaden is a great place to relax and unwind.
- Kassel - Home to the stunning Wilhelmshöhe Palace and Park, which is a UNESCO World Heritage Site.
- Marburg (picture below) - A picturesque medieval town with a hilltop castle and half-timbered houses.



- Fulda - A charming Baroque city with a beautiful cathedral and palace.
- Rüdesheim am Rhein - A picturesque wine town located along the Rhine River, known for its vineyards and wine bars.
- Bad Homburg - A spa town located just outside of Frankfurt, with beautiful parks and gardens.
- Edersee (picture below) – The biggest lake in the heart of Hessen, surrounded by stunning forests and hiking trails.



Assignment:

- 1) Where is Germany situated?
- 2) How many federal states Germany does consist of?
- 3) What is the most famous forest in Germany?
- 4) Name at least two major rivers in Germany?
- 5) By whom was Early Germany united in 1871?
- 6) What does Germany export?
- 7) What is the biggest lake in the heart of Hessen?

Frankfurt

Frankfurt is a vibrant and dynamic city located in central Germany. It is the fifth-largest city (pop. 750.000) in the country and serves as an important economic and financial hub in Europe. Frankfurt is known for its towering skyscrapers, historic landmarks, the airport and bustling city center.

One of the most notable features of Frankfurt is its impressive skyline, which is dominated by skyscrapers such as the Commerzbank Tower and the Main Tower. These buildings are a testament to the city's economic importance and are symbols of its modernity and innovation.

However, Frankfurt is also a city with a rich history and culture. The historic Altstadt, or old town, is home to beautiful medieval buildings, charming narrow streets, and picturesque squares. The Römerberg, a square in the heart of the Altstadt, is particularly notable for its iconic half-timbered houses and the 14th-century Gothic-style Römer building.

Frankfurt is also a city of museums, with over 30 museums and galleries to explore. The Städel Museum is one of the most important art museums in Germany and houses an impressive collection of European art from the 14th century to the present day. The Museum für Moderne Kunst, or Museum of Modern Art, is another notable institution that focuses on contemporary art.

In terms of cuisine, Frankfurt is famous for its traditional dishes such as green sauce, which is made from seven different herbs, and the Frankfurter sausage, which is known throughout the world. The city is also home to a vibrant nightlife, with numerous bars, clubs, and music venues to explore.

Overall, Frankfurt is a diverse and exciting city that combines its rich history with a modern and forward-thinking outlook. Whether you're interested in art, culture, or simply enjoying the vibrant atmosphere, Frankfurt is definitely worth a visit.

The history of Frankfurt

The history of Frankfurt, Germany dates back to the Roman era when it was a strategic location on the banks of the river Main. The city developed into a commercial center in the Middle Ages and was granted the status of a free imperial city in the 14th century.

During the 16th and 17th centuries, Frankfurt became a hub for trade and finance, and its merchants played a significant role in the development of modern banking. The city also hosted several imperial coronations, including that of Charles V in 1530 and Joseph II in 1764.

In the 19th century, Frankfurt became a center of the German democratic movement, and the city was the site of the first German national assembly in 1848. Frankfurt also played a key

role in the industrial revolution, with the establishment of several major companies, including the pharmaceutical giant, Bayer.

However, Frankfurt's prosperity was severely disrupted by World War II, when the city was heavily bombed, resulting in the loss of many historic buildings. The city was rebuilt in the post-war era, with modern high-rise buildings replacing much of the traditional architecture.

Today, Frankfurt is a major financial center and home to the European Central Bank and the Frankfurt Stock Exchange. The city also hosts several international trade fairs, including the Frankfurt Book Fair, the world's largest book fair. Despite its modernization, Frankfurt has preserved much of its historic charm, and visitors can still explore its medieval Old Town, the Cathedral of St. Bartholomew, and the famous Römerberg square.

Places to see in Frankfurt

As mentioned above, Frankfurt has some historical buildings like the of following:

- **The Frankfurt Dom**, also known as the Frankfurt Cathedral, is a prominent landmark and the largest religious building in the city of Frankfurt, Germany. It is located in the heart of the city's historic old town, on Domplatz (Cathedral Square), and can be easily identified by its distinctive red sandstone facade and towering spires.

The „Dom“ was the coronation church of the German kings in the Holy Roman Empire of German Nation or centuries.

The construction of the Frankfurt Dom began in the 13th century, and it was completed in the 15th century. It has undergone several renovations and restorations over the years, including

extensive repairs following damage sustained during World War II. Today, the cathedral is a popular tourist attraction and a significant symbol of the city's cultural and historical heritage.



Overall, the Frankfurt Dom is an important part of Frankfurt's rich cultural and architectural heritage, and a must-see destination for visitors to the city.

- **Römer Frankfurt**

The Römer is a historic building complex. It has served as Frankfurt's city hall for over 600 years, and it is one of the city's most recognizable landmarks. Throughout its history, the Römer has been the site of many important events and ceremonies, including coronations, imperial elections, and city festivals. It has also served as a symbol of Frankfurt's independence and autonomy, as the city was governed by its own council and laws during the Holy Roman Empire.

Today, the Römer is a popular tourist attraction and a venue for cultural events and exhibitions. It also houses the offices of the city's mayor and other government officials.

Overall, the Römer is an important part of Frankfurt's history and identity, and it serves as a reminder of the city's rich cultural heritage and its long-standing tradition of civic pride and self-governance.



- **Paulskirche**

The Paulskirche was constructed in the early 19th century and was originally a Protestant church. However, it is now primarily known as the site of the first democratically elected parliament in Germany in 1848.

Today, the Paulskirche serves as a reminder of Germany's struggle for democracy and is an important symbol of the country's history and values.

- **Alte Oper**

The Alte Oper (Old Opera House) is a historic concert hall. It was originally built in 1880 but was destroyed during World War II and later rebuilt in the 1970s. Today, it is a prominent venue for classical music performances and other cultural events.



Economy

Frankfurt is one of the major economic centers in Germany and home to a number of large employers. Especially the banking sector – as one of the biggest financial market in Europe – is of great significance for the German economy and the European Union as a whole. Frankfurt is often referred to as the financial capital of Germany, and it is home to the European Central Bank (ECB) and the Deutsche Bundesbank, which are both responsible for overseeing monetary policy and financial stability in the euro area.

Frankfurt is also a hub for commercial and investment banking, with many of the largest financial institutions in the world having a presence in the city. This includes major banks such as Deutsche Bank, Commerzbank, and BNP Paribas, as well as numerous foreign banks.

The importance of the banking sector in Frankfurt is reflected in the city's economy. The financial industry is one of the largest employers in Frankfurt, and it contributes significantly to the city's GDP. Additionally, the financial sector is a major driver of innovation and growth, providing funding for start-ups and driving the development of new financial technologies.

Overall, the banking sector in Frankfurt plays a critical role in the German and European economies, and its continued growth and success are closely tied to the region's economic prosperity.

Some of the biggest employers in Frankfurt include:

- *Deutsche Bank:* Deutsche Bank is one of the world's largest investment banks and employs a significant number of people in Frankfurt.
- *Commerzbank:* Commerzbank is another major bank in Frankfurt and is one of the largest employers in the city.
- *Frankfurt Airport:* The Frankfurt Airport is a vital transportation hub for the city of Frankfurt. It is one of the busiest airports in Europe, serving millions of passengers each year and connecting the city to destinations all over the world. As an important economic driver for the region, the airport provides thousands of jobs and generates significant revenue for local businesses.

Overall, the Frankfurt Airport is a crucial part of the city's infrastructure and plays a significant role in its economic, cultural, and social development.

- *Lufthansa:* Lufthansa, the German flag carrier, has its headquarters and a significant presence in Frankfurt.
- *Deutsche Börse:* Deutsche Börse is one of the world's largest stock exchanges and has its headquarters in Frankfurt.
- *European Central Bank:* The European Central Bank (ECB) is responsible for the monetary policy of the eurozone and has its headquarters in Frankfurt.
- *Messe Frankfurt:* Messe Frankfurt is one of the world's largest trade fair organizers and hosts numerous events in Frankfurt each year.



Assignment:

- 1) What is Frankfurt known for?
- 2) Why is Frankfurt also dubbed “the city of museums”?
- 3) What are Frankfurt’s famous dishes?
- 4) As a major financial center, what is Frankfurt home to?
- 5) What historical building can you see in Frankfurt?

Hans-Böckler-Schule

The Hans-Böckler-School is located in Frankfurt am Main/Hessen. It is one of 16 vocational schools in the city. With more than 1.500 students and about 55 teachers it is a rather small school.



Hans Böckler

The school is named after Hans Böckler. He was a German trade union leader and politician who played a significant role in the country's labor movement in the early 20th century.

Böckler was born in 1875 in Cologne, Germany, and began his career as an apprentice in a printing shop. He joined a labor union and became involved in political activism, working to improve the rights and conditions of workers.

In 1919, Böckler helped found the General German Trade Union Federation (ADGB), which became one of the largest and most influential trade union organizations in Germany. He served as the ADGB's president from 1929 until his death in 1951.



During his tenure as ADGB president, Böckler worked to protect workers' rights, improve working conditions, and advocate for social justice. He was also active in the Social Democratic Party of Germany (SPD), serving as a member of the party's executive committee and as a member of the German parliament.



Böckler was a strong opponent of the Nazi regime and was arrested by the Gestapo in 1933. He was held in concentration camps for several years before being released in 1937. Following World War II, Böckler played a key role in rebuilding the German labor movement and promoting democratic values.

Today, Böckler's legacy lives on through the Hans Böckler Foundation, a research and education organization established in his honor. The foundation works to promote social justice, democracy, and workers' rights in Germany and beyond.

The dual system

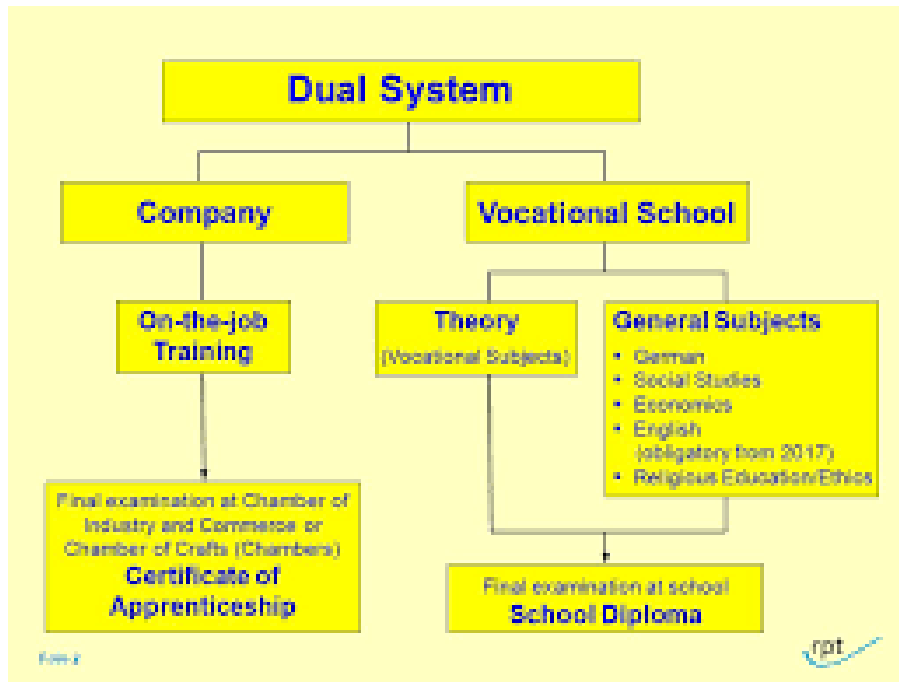
Most of our students are currently in training according to the German “Dual System”. That means they get hands-on experience at a training company (the practical part) and also attend at the Hans-Böckler-School (the theoretical part). The dual education is designed to prepare students for skilled jobs in a variety of industries and is a fundamental aspect of the German education system.

The dual system involves a partnership between companies and vocational schools, where students spend several days a week in the classroom and the remaining days in the workplace. This allows them to gain hands-on experience and develop practical skills, while also acquiring theoretical knowledge that is directly applicable to their job.

The dual system is highly respected in Germany and is seen as a key factor in the country's economic success. It provides young people with a clear career path and helps to ensure that companies have a steady supply of skilled workers. Many companies also use the dual system as a way to recruit and train their future employees.

Overall, the dual education system is an important component of the German education system and is widely recognized for its effectiveness in preparing young people for the workforce.

The students are in the vocational school two days a week. The duration of the vocational training is generally three years and ends with a final examination before the respective authority (e.g. the bar association for legal secretaries).



The professions at Hans-Böckler-Schule

Within the dual system, students at our school are trained to work in one of the following six professions:

- legal clerk
- legal secretary
- tax clerk
- patent assistant / patent law clerk
- administrative assistant
- real estate clerk / real estate management



Legal Clerk (Justizfachangestellte/r):

- The job of a legal clerk is to perform office and administrative duties in courts, law offices and public prosecutor's offices.
- For this training program you need a secondary school diploma.
- The duration of training is 3 years.

- There is a midterm exam in the middle of the second year to determine the students' level.
- After graduation students can work in courts, for prosecutors and at law offices.

Real Estate Agent (Immobilienkaufmann/frau):

- The real estate industry includes producing, selling and buying real estate.
- The real estate agents work in all the areas of the real estate economy including apartment companies, housing associations, building contractors and project developers.
- The training usually takes 3 years but can be shortened under certain conditions.
- For this training program you need a secondary school diploma.
- There is a midterm exam in the middle of the second year to determine the students' level.



Patent Assistant/ Patent Law Clerk (Patentanwaltsfachangestellte/r):

- Patent law clerks assist a patent attorney. Their daily work consists of administrative tasks, creating cost notes, writing letters and file management. The client support is part of their daily work, too.
- This kind of job requires communication skills, independent and team work and organizational talent.
- The training usually lasts 3 years.
- Expected entry qualifications:
 - Applicants should have at least a good secondary school diploma.
 - Good knowledge of German (written and oral).
 - Knowledge of mathematics.

Assistant Tax Consultant / Tax Clerk (Steuerfachangestellte/r):

- 1) An assistant tax consultant works for the tax accountant.
- 2) They mostly do financial accounting for self-employed people, small companies or private persons.
- 3) They also process tax declarations.
- 4) For this training program a good secondary school diploma is required.
- 5) Good math skills are very important.
- 6) The training period is 3 years.
- 7) After 1 ½ years students must take a midterm exam.
- 8) After graduation a student can take further courses to become an accountant.

Legal Secretary (Rechtsanwaltsfachangestellte/r):

- A legal secretary's job is the organization of daily office work in a law firm. E.g., file management, writing letters, creating cost notes and client support.
- Working in a law firm requires communications skills, independent and team work and organization skills.
- The applicants should at least have a secondary school diploma and a good knowledge of German (written and oral).
- The training usually lasts 3 years.
- In the middle of the second year there is a midterm exam to determine the students' level.



Clerk in Public Administration (Verwaltungsfachangestellte/r):

- A clerk in public administration works in public establishments.
- They are the contact partner for citizen matters.
- For this training program one needs a high school degree.
- Graduates of this program often work for city government.

Students of every profession but patent assistant and legal clerks participated in this Erasmus+ - Partnership, although most participants are full-time students at Hans-Böckler-School.

Full-time programs at Hans-Böckler-Schule

Around 200 students at our school are attending full-time high school programs in order to receive their high school diploma. The two different full-time programs are:

- BFS: Zweijährige Berufsfachschule Wirtschaft und Verwaltung
- BzB: Bildungsgänge zur Berufsvorbereitung

Die zweijährige Berufsfachschule

The „zweijährige Berufsfachschule“ is a type of secondary school in Hessen, Germany that offers a broad and practical education to students in grades 9 and 10, typically ages 15 to 18 years. The Berufsfachschule provides a general education that is focused on practical skills. The focus of this full-time program at Hans-Böckler-School is business and management. The curriculum of the Berufsfachschule includes subjects such as German, mathematics, English, social studies, natural sciences, and a second foreign language. Additionally, the Berufsfachschule at Hans-Böckler-School also offers vocational-oriented subjects, such as business and management.

Upon completion of the program, students can choose to enter the workforce with their vocational skills or pursue further education at vocational schools, technical schools, or upper secondary schools such as the Gymnasium or Fachoberschule. Alternatively, students may also choose to complete an apprenticeship in their chosen field.

The goal of the two-year vocational school is to prepare students for the workforce by equipping them with practical skills and knowledge that they can apply in their chosen profession.



Bildungsgänge zur Berufsvorbereitung

Students of his program usually don't participate in this Erasmus-Partnership. Their main focus is to learn the German language and German culture, because most students are immigrants and refugees who are only in Germany since a short period of time.

BzB is an educational pathway that enables individuals who did not complete their formal education to obtain qualifications that are equivalent to those obtained through traditional schooling. These qualifications are recognized by the state and are also equivalent to the regular qualifications.

The BzB program offers a wide range of courses, including general education subjects such as mathematics, German, and English, as well as vocational subjects like business, IT, and social work. The courses are designed to be flexible and individualized, with students able to choose their own subjects and the pace at which they study.

The BzB program is open to anyone who has not completed their formal education, including adults who have left school early or immigrants who have qualifications that are not recognized in Germany. It is a valuable option for those who want to improve their job prospects or continue their education at a higher level.

Assignment:

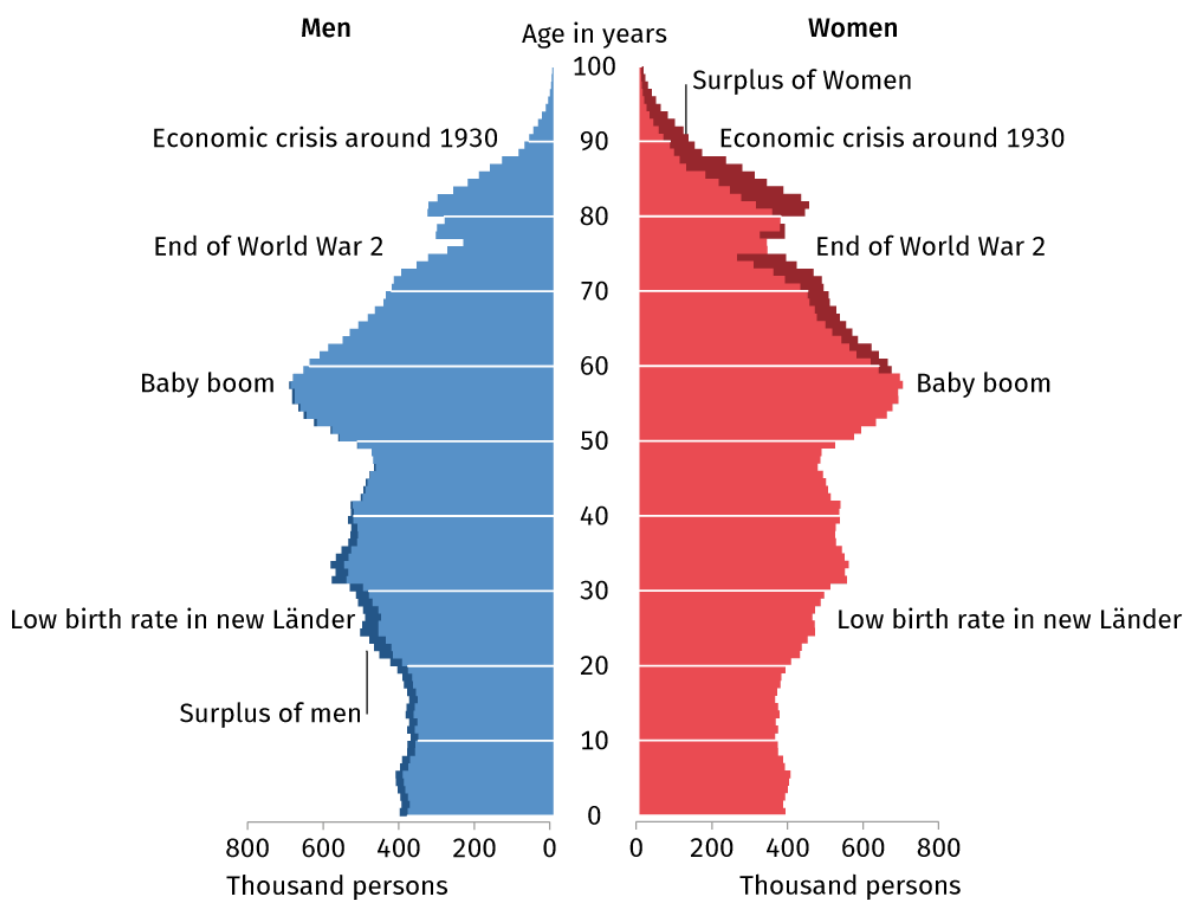
- 1) How many students attend the school?
- 2) How many teachers work at the school?
- 3) What is meant with "the dual system"?
- 4) What training professions does the school offer?
- 5) What degree can a student receive after attending the full-time program?

Elderly people in Germany

Age structure of the population in Germany

Since the end of the 19th century, the life expectancy of people in Germany has more than doubled. Today, newborn boys have a life expectancy of 78 years while girls are expected to live for 83 years. And there is no sign of an end to this trend. Demographic change is reflected in the age structure of the population. In Germany, around a quarter of people are currently aged 60 or over, with this figure set to increase further.

Age structure of the population in Germany, 2021



© Statistisches Bundesamt (Destatis), 2022

In Germany, most people in old age live in their own home. It also means, however, that increasing numbers of older people live alone.

Elderly people in Germany

In 1986, the then West German Minister of Labour, Norbert Blüm, promised, “Your pension is secure!” He is still often quoted today, but his words are now more often framed as a question than as a promise. It is not difficult to understand why: by 2050, one in three Germans will be over 60, compared with around a quarter now. And many young Germans are worried that despite contributing to the state pension fund throughout their lives, they will not have an adequate pension themselves when they eventually retire.

This makes pension policy a major issue in every election campaign. A further problem is that around 30 per cent of those needing care now live in care homes, and conditions in some of those homes are already poor. Incidentally, Germany and Italy are the two EU countries with the most rapidly ageing populations.

There are complaints that insufficient attention is paid to older people in Germany. Yet research by the German Federal Ministry for Family Affairs shows that the majority of older people are satisfied with their lives. They use their free time to travel and retain a thirst for knowledge: half of all non-registered students at universities are over the age of 65. Meanwhile, around one third of pensioners volunteer in some capacity.

Elderly people in nursing homes

Around 820,000 older people in Germany are cared for in nursing homes and 2.6 million people are cared for at home. Around 820,000 older people in Germany are cared for in nursing homes and 2.6 million people are cared for at home.

Moving to a nursing home often improves the quality of life of senior citizens. They are well looked after there and find new social contacts. At the same time, the burden on their children involved in their care is reduced. Concerns about high costs, however, are one of the main factors that prevent many people from taking this step. It is not uncommon for children to take on the



job of caring for their parents themselves, because they fear that they would have to pay a share of the nursing home costs and would not be able to afford this. The consequences are quarrels within the family and excessive demands placed on the children, who are often

already old themselves. Since January, however, this problem has been considerably defused in Germany thanks to a new federal law.

From now on, children will only be required to contribute to their parents' nursing home costs if they earn EUR 100,000 or more per year before tax. This amount applies to each child individually and is unrelated to the household income. So if the child and his or her spouse together earn more than EUR 100,000, they will still not be liable for maintenance.

Under the previous regulation, only children with a net monthly income of up to EUR 1,800 were exempt from supporting their parents – this corresponds to a gross annual income of around EUR 33,000. Up to 50% of any net income in excess of this amount could be deducted for nursing home costs.

The cost of a spot in a nursing home in Germany can vary depending on a variety of factors such as location, services provided, and the level of care needed.

According to recent statistics, the average monthly cost for a nursing home spot in Germany is around €3,500 to €4,000 per month. However, some facilities may charge more or less than this depending on their specific offerings and location.

It's important to note that in Germany, the cost of nursing home care is typically covered by health insurance, but patients may still need to pay a portion of the cost out of pocket, depending on their insurance plan and the specific services they require. Additionally, some families may choose to pay for private nursing home care if they are not satisfied with the care provided by publicly funded facilities.

Overall, the cost of a spot in a nursing home in Germany can be significant, but it's important to carefully consider all factors and options before making a decision on long-term care for yourself or a loved one.

Was kostet ein Platz im Pflegeheim?

Die Kosten schwanken extrem, je nach Region und wie viel Hilfe benötigt wird. Ein Monat Pflege kostet bei der Caritas in NRW schnell 3.600 Euro – das ist mehr, als sich die meisten Menschen leisten können. Die entscheidende Frage: Wo bleibt das ganze Geld hin?

EINE BEISPIELRECHNUNG

- 1.890 Euro** **Das Pflegepersonal**
Wie viele Pflegekräfte pro Bewohner bezahlt werden, ist in den Landesverträgen geregelt. Die Pflegekassen, Heimbetreiber und Sozialämter rufen einander ab. Die Pflegekosten pro Jahr eines 54.000 Euro. Das ist mehr als Verdienst der Pflege, wenn das was die Krankenkassen als die Arbeitgeberbeiträge zur Sozialversicherung für die aufwenden müssen.
- 815 Euro** **Sonstige Personalkosten**
Hauswirtschaftliche kümmern sich um saubere Zimmer und Flur, um Regalputzen und den Garten. Das Personal (Dienstreise) die Verwaltung, aber diese Mitarbeiterkosten durchschnittlich etwa 45.000 Euro im Jahr.
- 410 Euro** **Investitionskosten**
Hier fließt sich die Miete wieder, die ein Betreiber an den Besitzer der Gebäude zahlt. Ist der Betreiber selbst Investor etwas können, so muss er rückzahlen aufbauen, da sich sowohl der Gebäude als auch die Inneneinrichtung wie die Heizung oder das Dach im Laufe der Zeit abnutzen.
- 175 Euro** **Sachkosten**
Wohnungsgeld für die Pflege, Unterhaltung, Miete für die Küche, Geräte oder die Gebühren für die Dienste von Behörden.
- 175 Euro** **Lebensmittel**
Frühstück, Mittagessen und Abendbrot, dazu Wasser, Tee, Kaffee und Saft. Das kostet im Durchschnitt etwa fünf Euro pro Person und Tag.
- 135 Euro** **Wasser, Energie**
Waschen, Heizung, Strom – die Kosten für Zimmer und Gemeinschaftszimmer, für Strom der Verwaltung und die Küche werden ebenfalls auf alle Bewohner umgelegt.

Wie haben wir gerechnet? Grundlage sind gerundete Durchschnittswerte von drei stationären Pflegeeinrichtungen der Caritas (2 x Rheinland, 1 x Westfalen) mit jeweils 80 Plätzen. Unterschiede bei den Kosten können sich in allen Bereichen ergeben. Die Investitionskosten beispielsweise hängen ganz entscheidend vom Alter der Einrichtung ab und sind kaum wirklich vergleichbar. Während für neue Häuser auch heute noch Investitionskosten von über 20 Euro täglich festgesetzt werden, liegen diese bei alten Einrichtungen teilweise sogar unter 10 Euro.

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Caregiving in Germany

For decades, the informal deal has been this: Germans needing care pay foreign workers on average about €1,600 (\$1,900) a month net — a salary that is low by German standards, given the number of hours and amount of work involved. Payment is often in cash, without a bill or receipt, and therefore untaxed — an attractive prospect for many in Poland, Romania, or Bulgaria.

Today, caregiving for the old and disabled in Germany is a sector worth billions of euros, and one rife with reports of abuse: middlemen lining their pockets; families exploiting their caregivers or treating them like modern slaves; careworkers who steal or just vanish overnight.

Retirement and social activities of elderly people in Germany

The retirement age in Germany depends on the year in which an individual was born. For individuals born before 1947, the retirement age is 65. For those born between 1947 and 1964, the retirement age gradually increases from 65 to 67. For individuals born in 1964 or later, the retirement age is 67.

However, there are options for early retirement or delayed retirement. Individuals can choose to retire early at age 63 with a reduced pension, or they can delay retirement until age 70 and receive an increased pension.

It's important to note that these rules may change in the future, as the German government periodically reviews and adjusts retirement age policies in response to changing demographics and economic conditions.

Typical leisure activities for seniors in Germany include a variety of options that cater to different interests and lifestyles. Some popular activities include:

- **Social clubs and groups:** Many seniors join clubs or groups that focus on shared interests like hiking, reading, or playing games. These social activities help them stay engaged and connected with others.
- **Physical activities:** Seniors often participate in low-impact physical activities like yoga, swimming, or dancing to maintain their health and fitness levels.
- **Travel:** Some seniors enjoy traveling within Germany or abroad to explore new places and cultures.
- **Volunteer work:** Many seniors volunteer for local organizations or charities, giving back to their communities and staying active in the process.
- **Creative pursuits:** Some seniors enjoy artistic or creative pursuits like painting, pottery, or writing.

- Cultural events: Seniors often attend concerts, theater performances, or art exhibitions to stay engaged with cultural activities.

Overall, seniors in Germany have a wide range of options when it comes to leisure activities, and the key is finding activities that suit their interests and abilities.

Assignment:

1. At what age are Germans supposed to retire?
2. Where do the German Sinti and Roma live in Germany?
3. When did foreigners immigrate into Germany as workers?
4. What religious minorities are present in Germany?

National and ethnic minorities in Germany and Frankfurt

Four officially recognized national minorities live in Germany: the Danish minority, the Frisian ethnic group, the German Sinti and Roma, and the Sorbian people. The members of national minorities are German nationals and therefore part of the German legal order. They enjoy all rights and freedoms granted under the Basic Law without any restrictions.



The Federal Government regards as national minorities those population groups who meet the following five criteria:

- they are German nationals;
- they differ from the majority population in having their own language, culture and history and thus their own distinct identity;
- they wish to maintain this identity;
- they have traditionally been resident in Germany (usually for centuries);
- they live in Germany within traditional settlement areas.

While the Danes, Frisians and Sorbs are traditionally settled in certain geographically defined regions, German Sinti and Roma have traditionally lived in almost all parts of Germany, mainly in small groups.

The fact that they have traditionally resided in Germany distinguishes the national minorities from immigrants, who have not traditionally resided in Germany. Unlike Jewish groups in some

other countries, Germany's Jewish community does not consider itself a national minority, but a religious community.

The size of the national minority groups in Germany is only an estimate: No population or socio-economic statistics on the basis of ethnicity have been gathered in the Federal Republic of Germany since the end of World War II. One reason for this is the persecution of ethnic minorities under the Nazi regime; another reason is considerations of international law. According to the Council of Europe Framework Convention for the Protection of National Minorities, membership of a minority is an individual personal decision and is neither registered, reviewed nor contested by the government authorities.

The Danish Minority: The members of the Danish minority live in Schleswig-Holstein, Germany's northernmost federal state. They are well organized and act as a bridge between Germany and Denmark.

The Frisian ethnic group: The Frisian ethnic group in Germany lives on the western coast of Schleswig-Holstein, in north-western Lower Saxony and in the Cloppenburg district.



The German Sinti and Roma: As a national minority that has lived in Germany for centuries, the German Sinti and Roma are now afforded special protection. It is necessary to distinguish between them and Roma with foreign citizenship. The German Sinti and Roma live in all parts of Germany. Under the National-Socialist (Nazi) regime, the Sinti and Roma were subject to persecution and genocide in Germany, the areas occupied by Germany and the countries of Hitler's allies. About 500,000 Sinti and Roma fell victim to the racist ideology of the Nazi regime. Most of their cultural heritage was destroyed.

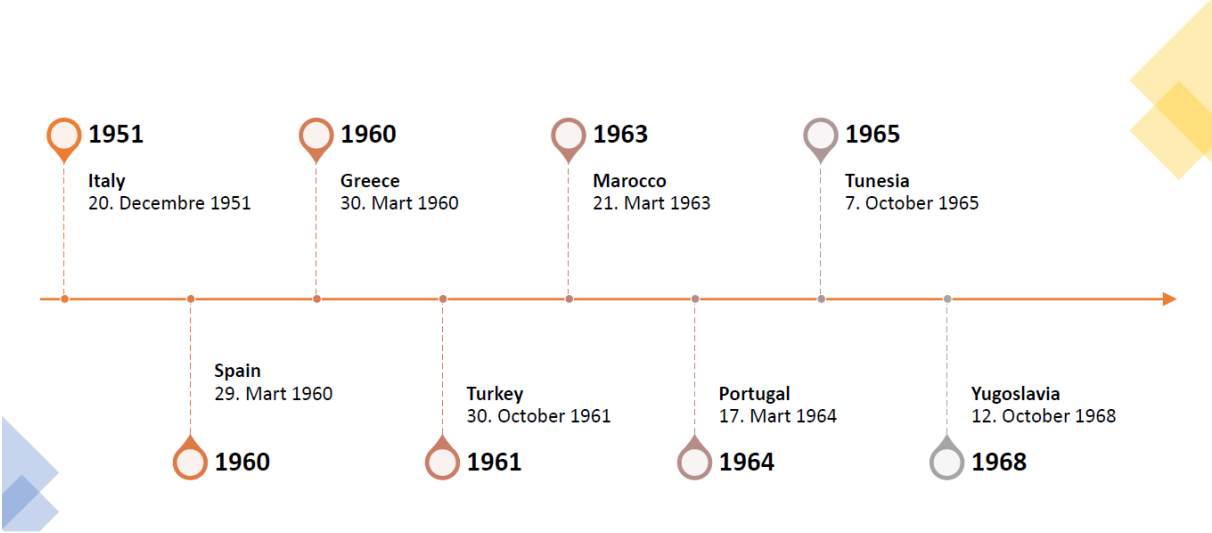
The Sorbian people: The Sorbian people live in a region called Upper Lusatia in the Free State of Saxony and Lower Lusatia in the federal state of Brandenburg.



Guest Worker

"Gastarbeiter" is a German word that translates to "guest worker" in English. It refers to foreign workers who are employed in a country on a temporary basis, typically to fill labor shortages in certain industries. The term was widely used in Europe during the mid-20th century, when many countries faced a shortage of workers due to post-war reconstruction and economic growth.

Recruitment-agreement



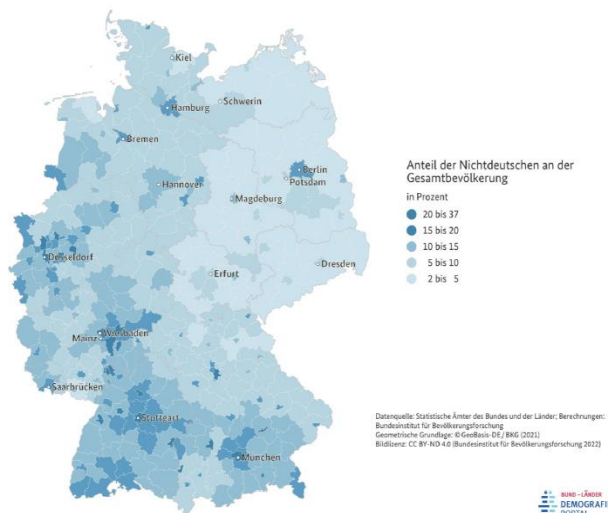
The Gastarbeiter were often recruited from countries such as Turkey, Morocco, Italy, Spain, and Greece to work in industries such as construction, manufacturing, and mining. They were initially intended to work for a limited period of time and then return to their home countries, but many ended up staying and bringing their families to join them.

The concept of Gastarbeiter has been controversial, as it raises questions about immigration policies, workers' rights, and cultural integration. Some argue that Gastarbeiter programs can lead to exploitation of foreign workers and create tension between different ethnic groups, while others see it as a way to address labor shortages and promote economic growth.

Before 1950, Germany was mainly occupied by ethnic Germans and the mentioned ethnic minorities. In the mid-1950s, foreigners immigrated into Germany as workers. Most of these immigrants were of Turkish ancestry. Over time, many more immigrants moved to Germany seeking asylum, economic opportunities, education, and better living standards.

Ethnic minorities in the country include Turks, Poles, Italians, and Russians. Turks are the largest minority group in Germany. They make up around 3.7% of the German population.

Percentage of foreigners in Germany

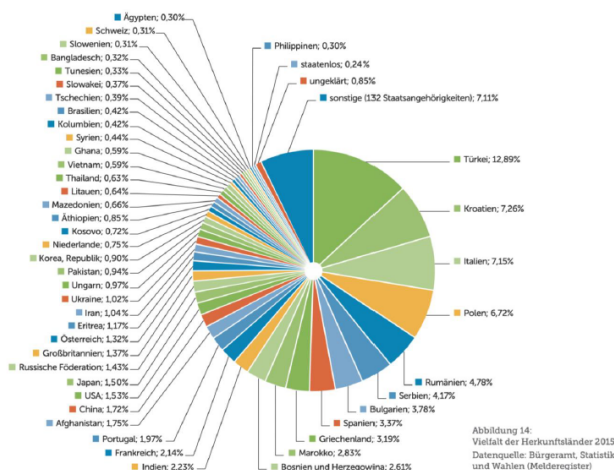


- Most foreigners live in the south-western part of Germany
- The federal states Nordrhein-Westfalen, Hessen, Rheinland-Pfalz, Saarland, Baden-Württemberg and Bayern have the highest proportion of foreigners
- Frankfurt am Main is one of the cities, who has the most part of immigrants

Frankfurt is considered to be one of the most international cities in Germany. With a population of 763,380 (2019) within its administrative boundaries[] and of 2,300,000 in the actual urban area, Frankfurt is the fifth-largest city in Germany, after Berlin, Hamburg, Munich and Cologne.

According to data from the city register of residents, 51.2% of the population had a migration background as of 2015, which means that a person or at least one or both of their parents was born with foreign citizenship. For the first time, a majority of the city residents had an at least part non-German background. Moreover, three of four children in the city under the age of six had full or partial immigrant backgrounds, and 27.7% of residents had a foreign citizenship.

Percentage of foreigners in Frankfurt am Main



- People with over 37 nationalities live in Frankfurt
- Most of them are Turks, Croatians, Italians and Poles

Religious minorities in Germany

Germany is an intercultural and multi-religious country. It's important to understand that apart from main Christian religions (Protestantism and Catholicism) and several minority beliefs, around a third of the people in Germany are atheists. Christian church, including both Catholicism and Protestantism, is the dominant church in Germany.

Islam is the biggest non-Christian religion practiced in Germany, with followers accounting for about 5% of the population (approximately 4 million people). Most Muslims in Germany are Turkish or of Turkish descent and follow the Sunni tradition. You will find that mosques are in most major cities in Germany, but also in some smaller towns too.

There are a number more faiths, however, that together account for the religions of around 3-4% of the population.

Further religions practiced in Germany include:

- Judaism
- Buddhism
- Hinduism
- Sikhism
- Yazidi



Freedom of religion in Germany

In Germany, people can freely practice their faiths, regardless of which religion they belong to. Religion and state are separate.

The German state has committed itself in its constitution to treat religions and worldviews neutrally. It must not identify itself with any religious or ideological denomination. “Neutral”, however, does not mean that the state is opposed or indifferent to religions: it is the political consensus that religions contribute to the cohesion of society.



The Federal Constitutional Court has therefore suggested that the state adopt a policy of “constructive neutrality” towards religions and world views. “Constructive neutrality” means that the state and religions work in partnership in many areas. The state participates financially in hospitals and social institutions that are supported by religious communities.

Assignment:

- 1) How many national minorities live in Germany?
- 2) Where do the German Sinti and Roma live in Germany?
- 3) When did foreigners immigrate into Germany as workers?
- 4) What religious minorities are present in Germany?

Gender equality, sexual identities and sexual orientation

In the Charter of fundamental rights of the EU we can find in Article 20 the following understanding of human rights:

„Everyone is equal before the law“

In the Basic Law in Germany we find the same understanding in the article 3: „all people are equal before the law“. In the second paragraph Germany is even more specific. There you can read: „men and women have equal rights. The state shall promote the actual implementation of equal rights for women and men and shall work towards the elimination of existing disadvantages.“

In the third paragraph the law specifies individual minorities that are affected by discrimination: „No one shall be discriminated against or given preferential treatment on grounds of sex, descent, race, language, nationality and origin, creed, religious or political beliefs. No one may be disadvantaged because of his or her disability.“

The group that also continues to be strongly affected by discrimination is missing from the legal basis: LGBT*IQ. Therefore lesbian, gay, bi, trans*, inter or queer people¹.

This topic is much discussed among associations, institutions and politicians. But until today there is no majority in parliament to include „sexual orientation“ or „gender identity“ in the constitution. Associations and institutions fighting for the rights of lgbtiq believe, that inclusion would greatly support their work and reduce the discrimination that continues to exist.

By now it is very important to differ between sexual orientation and gender identity. Sexual orientation means „who you fall in love with“ and gender identity differentiate „gender“ as a social gender and sex as the biological gender. In the German language this is difficult to distinguish, unlike in the English language. There are two different words here that illustrate the difference.

The term „gender identity“ distinguish between these two descriptions, resp. meanings. The self-descriptions or attributions to a specific group like „LGBT*IQ“ can be partially assigned so that it can be better understood if necessary. Trans* and inter belong more to the area of gender identity. Lesbians, gays or bi people are usually differentiated by who they fall in love with (sexual orientation) and how that person defines themselves.

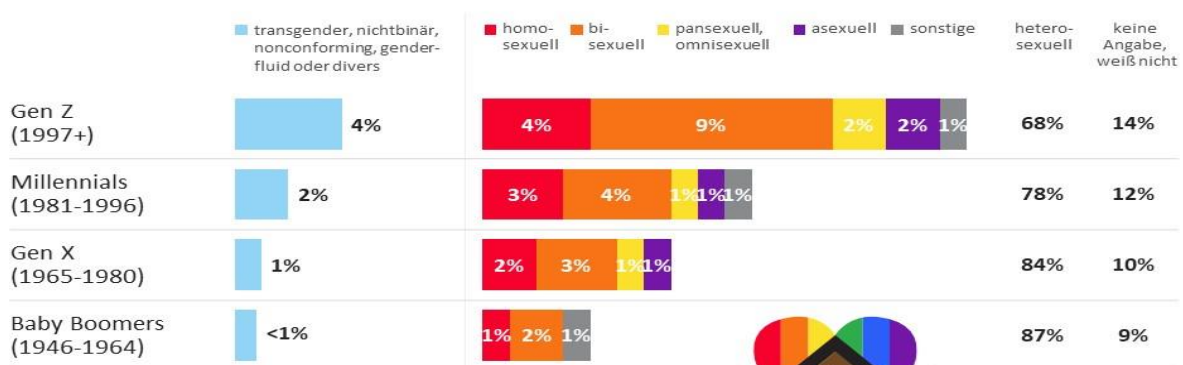
¹ For more information click here: <https://gaycenter.org/about/lgbtq/>, 13.05.2023

The graph below shows that gender diversity is increasing strongly, especially among younger people in the EU. This confirms the increasingly explosive nature of the distinction between the terms „sexual orientation“ and „gender identity“ as well as the cautious use of attribution in the area of LGBT*IQ (see above). It also confirms the importance of the issue for future policy.

Große Generationsunterschiede:

Ipsos

Sexuelle & geschlechtliche Vielfalt bei Gen Z am größten



Basis: Online-Befragung unter 19.069 Personen aus 27 Ländern im Alter von 16-74 Jahren. Feldzeit: 23. April bis 07. Mai 2021.



Role models in Germany

In Germany there are some **famous people** or people in public life who define themselves as LGBT*IQ.

For example :



Thomas Hitzelsperger, a former German football player who also played in the national team and the Premier League. In 2014, after his career ended in 2013, he told a newspaper that he is gay. He is the first Premier League footballer to come out as gay and the highest-profile male footballer in the world to do so.



Klaus Wowereit is a German politician of the Social Democratic Party (SPD) and was the Governing Mayor of Berlin from 21 October 2001 to 11 December 2014. Wowereit is one of the most famous German politicians who is openly gay. In coming out, prior to the 2001 mayoral elections, he coined the now famous German phrase "Ich bin schwul, und das ist auch gut so." ("I'm gay, and that's a good thing.")



Anne Will (on the left, with Angela Merkel former chancellor of Germany) is a German television journalist and host of the eponymous political talk show. In 2007, she outed herself at an event for understanding and tolerance.

Attitudes to LGBT*IQ in Germany

For the period of the 'old' Federal Republic, there is a compilation of selected results of opinion research: "Attitudes to homosexuality and same-sex partnerships in the Federal Republic of Germany 1949-2016" by the Scientific Service of the German Bundestag.

In 1949, 53 percent of married men surveyed in West Germany described homosexuality as a "vice", 31 percent as an "illness". In 1976, the opinion of "vice" was still held by only 25 per cent of men (and 20 per cent of women), but 49 per cent of men (and 46 per cent of women) described homosexuality (in the choices: Vice / Disease / Habit / Natural Thing / Not specified) as a "disease".

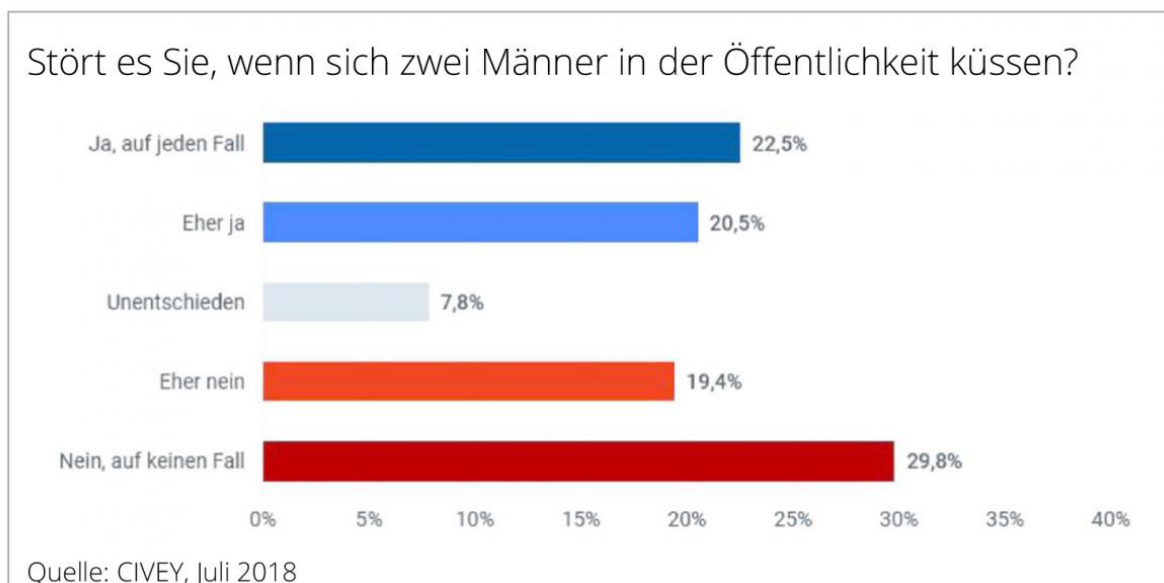
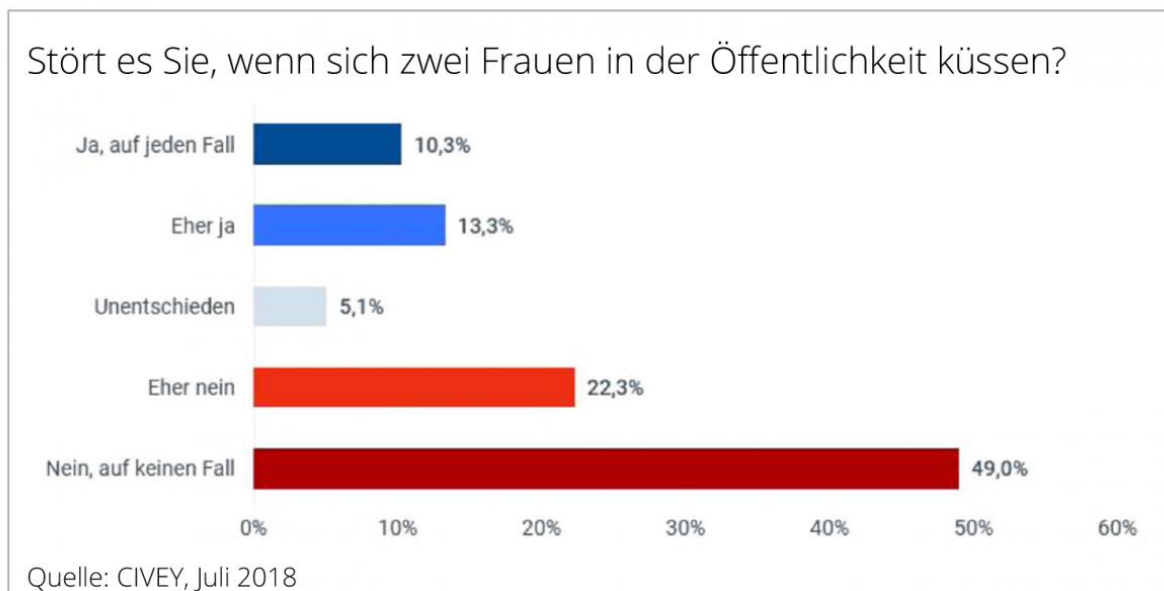
Then, however, attitudinal changes begin and in 2013 a majority (of 70 percent) is in favour of "extending spousal splitting to same-sex civil partnerships". In 2015, to the question: "Should homosexual partnerships be made legally equal to marriage in all respects?" 64 percent answered "yes".

In 2016, the Federal Anti-Discrimination Agency commissioned the study "Attitudes towards Lesbians, Gays and Bisexuals in Germany". "According to this, 83 percent of respondents agreed with the statement that marriages between two women or two men should be allowed.

Around 95 per cent also said it was good that homosexual people are legally protected from discrimination.

In June 2017, the German Parliament voted to open marriage to same-sex couples.

However, a liberal general opinion does not have to correspond with visible acceptance. Tolerance towards minorities is increasingly normative today, so people who have negative attitudes may adapt to these norms and merely pretend to be tolerant. For example, Civey 2018 asked about attitudes towards publicly visible homosexuality (kissing) and came to the conclusion: "Homosexuals still have to struggle with prejudice in Germany". The public exchange of affection ("kissing") is disapproved of by 24 percent of respondents for two women, and by 43 percent for two men (see graphics below)



Another study by the Federal Anti-Discrimination Agency (FADA) of Germany provides similar results. The majority of respondents (81 per cent) perceive that homosexual and bisexual people still experience discrimination. In addition, there is a broad agreement regarding the protection against discrimination on grounds of sexual orientation: 95 per cent support the existing statutory prohibition of discrimination.

Regarding the forms of traditional homophobia - i.e. overtly expressed attitudes disparaging homosexuality as being immoral or unnatural as well as denying equal rights - a positive trend continues: only a small part of the population shares such views (12 per cent).

When the survey was conducted - i.e. a few months prior to the resolution of the German Bundestag on opening up the institution of marriage for same-sex couples - 83 per cent of respondents partly or entirely agreed that same-sex marriage ought to be permitted. A majority also supported equal rights regarding adoption and support with assisted reproduction, though to a slightly lesser extent.

Modern or indirect forms of homophobia - e.g. rejecting overt display of homosexuality in public or the discussion of the issue in media - are more common than forms of traditional homophobia. For instance, 44 per cent hold the view that homosexual people should stop "making such a fuss about their sexuality".

This also manifests in the affective component of prejudice, which represents the feelings towards a particular group of people. Thus, a relatively large part of respondents have negative emotions towards an open approach to homosexuality in public: 28 to 38 per cent feel uncomfortable when seeing two women or men kissing in the street. Moreover, only about every tenth respondent would have a problem with homosexual colleagues. In contrast, almost four out of ten would feel uncomfortable if their own child were homosexual.

According to the survey, about 20 per cent of respondents tend to have derogatory attitudes towards trans* people. The attitudes towards trans* and homosexual people are closely linked: someone who disparages one group is likely to do the same with the other group.

Discrimination / Homophobia in Germany

The majority of discrimination cases occurred in public and in recreational settings (32.5%).

The second most frequently cited setting was the workplace, followed by offices and public authorities at 14.9% as well as the internet and media at 13.5%. The education, retail and

service sectors as well as health and long-term care settings each accounted for less than 10% of cases.

The discrimination experienced manifests most commonly as disparaging remarks (53.3%), slurs and insults (39.4%) or the denial of rights (39.4%).

Discrimination in the workplace includes, inter alia, negatively biased performance assessments (64.1%), employment exclusion (31.1%) and being passed over for promotions and pay rises (22.8%). In most cases, bosses or supervisors were the offenders behind workplace discrimination (57.5%). In 47.7% of the cases, colleagues were complicit or (co)offenders. In none of the situations described did those affected get help from their supervisors (0.0%).

Discrimination in the form of physical assaults or threats accounts for 10.7% of the discrimination experiences due to sexual identity.

Specifically, physical assaults and threats based on sexual identity mainly occur in public and recreational settings (68.5%), making it twice as common as physical assaults and threats on the grounds of any other characteristics set out in the General Equal Treatment Act (AGG).

In 68.1% of the cases, interviewees reported that the offenders were persons they did not know. The group most affected by physical assaults and threats based on sexual identity are trans* and inter* persons, at 10.5 and 15.4%, respectively.

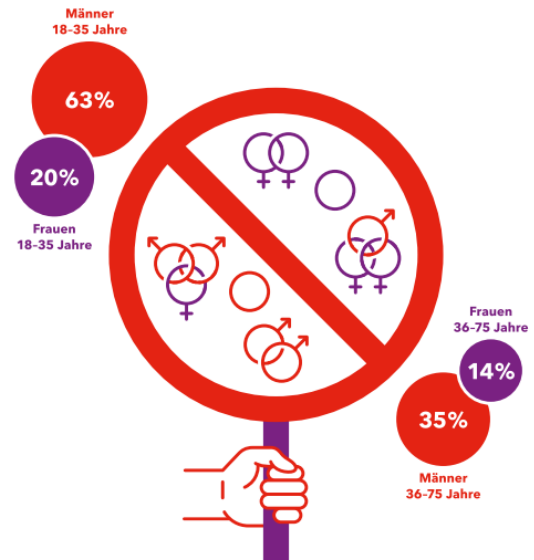
Overall, 33.5% of the accounts were of sexualised harassment. While sexualised comments were part of almost every account (99.1%) of sexualised harassment, sexualised assaults were reported at a clearly lower rate (5.7%). Frequently, intimate questions are put, and especially lesbian, gay, bi- and pansexual persons are commonly the butt of (sexually) suggestive language.

In summary, younger men have had the most homophobic experiences (63%) (see graphic on the right).

Despite the role models of the anti-discrimination agency, the national action plan "queer living" and many organisations fighting for LGBT*IQ rights, there is still (too much) discrimination and homophobia in Germany. However, acceptance has increased overall.

Erfahrungen mit Homophobie und Diskriminierung

Lesbische, schwule, bi- und asexuelle Menschen



file:///C:/Users/Tina/AppData/Local/Temp/Temp1_LL_GESID_Infografik_Quadratisch_Diskriminierung.zip
/liebesleben.de/gesid, 13.05.2023

Assignment:

- 1) "Everyone is equal before the law" – Where do we find the same understanding in German Basic Law?
- 2) What do the letters in LGBT*IQ stand for?
- 3) Since when can same-sex couples get legally married in Germany?

ASSIGNMENTS – ANSWER KEY

Germany

- 1) Germany is situated between the Baltic and North seas to the north, and the Alps to the south.
- 2) There are 16 federal states.
- 3) It is the Black Forest.
- 4) Danube, Main and Rhine river
- 5) Early Germany was united by the politician Otto Bismarck.
- 6) Germany is a leading exporter of machinery, vehicles, chemicals, and household equipment.
- 7) It is the lake Edersee.

Frankfurt

- 1) The city is known for its skyscrapers, historical landmarks, the airport, and bustling city center.
- 2) There are over 30 museums and galleries to explore.
- 3) It is the green sauce and Frankfurter sausage.
- 4) Frankfurt is home to the European Central Bank and the Frankfurt Stock Exchange.
- 5) "The Frankfurt Dom", "Römer", "Paulskirche", and "Alte Oper" are worth a look.

Hans-Böckler-Schule

- 1) There are 1,500 students.
- 2) There are about 55 teachers.
- 3) Students spend several days a week in the classroom and the remaining days in the workplace, that means they split their days between classroom instruction at a vocational school and on-the-job time at a company.
- 4) There are six professions:
 - legal clerk
 - legal secretary
 - tax clerk
 - patent assistant / patent law clerk
 - administrative assistant
 - real estate clerk / real estate management
- 5) Students can receive a high-school diploma.

Eldery people in Germany

1. The retirement age in Germany has been gradually increasing in recent years due to demographic changes and financial sustainability concerns. The standard retirement age in Germany is 67.
2. The German Sinti and Roma communities can be found throughout Germany, although their distribution is not limited to specific regions or cities.
3. They migrated to Germany after World War II, especially between 1950 und 1970.
4. Islam, Buddihst, Jews and others.

National and ethnic minorities in Germany and Frankfurt

- 1) There are four national minorities
(→ Danish minority, Frisian ethnic group, German Sinti and Roma, Sorbian people)
- 2) They live in all parts of Germany.
- 3) In the mid-1950s
- 4) Islam, Judaism, Buddhism, Hinduism, Sikhism, Yazidi

Gender equality, sexual identities and sexual orientation

- 1) In the third paragraph. (It says: “No one shall be discriminated against or given preferential treatment on grounds of sex, descent, race, language, nationality and origin, creed, religious or political beliefs. No one may be disadvantaged because of his or her disability.”)
- 2) The acronym stands for: lesbian, gay, bi, trans*, inter or queer people.
- 3) Same-sex marriage in Germany has been legal since June 2017.