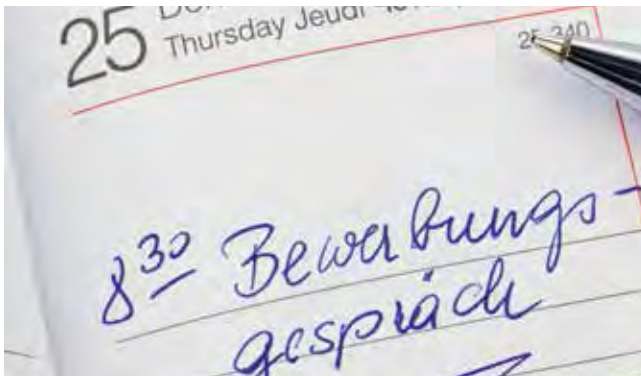


Encourage Diversity Apply Anonymously

Do you know?

Factsheet 01e



... that the **unemployment rate** of people with a **disability** is twice as high as it is for people without one.⁴

... that **30 % of transgender people** have reported discrimination while looking for a job.⁵

... that **12 % of job advertisements** in Berlin's daily newspapers can be classified as contravening equal opportunities legislation.⁶

... that a **Turkish name** can reduce the likelihood of being invited to an interview by **14 %**.¹

... that in a representative survey, **one in five** respondents stated that they had already **suffered discrimination on grounds of age**. This applies equally to young and old.²

... that the **proportion of women** on the boards of large German companies is stagnating at **4 %**.³

Anonymous Application Procedures

Many applications are passed over hastily because of an unusual name, the wrong age profile or other features. Prejudices about specific groups of applicants often play a part in this.

Anonymous application procedures help to eliminate discrimination in the application process.

1 Kaas, L., Manger, Christian (2010): Ethnic Discrimination in Germany's Labour Market: A Field Experiment, IZA - Discussion Paper No. 4741.

2 Forsa survey on behalf of the Federal Anti-Discrimination Agency (2011).

3 Managerinnen-Barometer; DIW-Wochenbericht, 3/2014.

4 Federal Employment Agency (2012): Arbeitslose nach SGB-Arbeitsmarktstatistik - Berechnungen des DGB 2012: Arbeitsmarktstudie: Weiterhin hohe Barrieren für behinderte Menschen.

5 FRA-Agency for Fundamental Rights of the European Union (2013): LGBT persons' experiences of discrimination and hate crime in the EU and Croatia (results of those surveyed in Germany).

6 LADS-Kurzanalyse, Koch, I. (2012): Diskriminierung beim Zugang zur Erwerbstätigkeit: AGG-Konformität von Stellenausschreibungen.

Data and facts

- Anonymous application procedures are an international standard (in Anglo-Saxon countries, but also in France, Sweden, the Netherlands and Switzerland)
- In Belgium they are compulsory for the entire public sector
- Germany: the Federal Anti-Discrimination Agency initiated and supported a pilot project in 2010/11
- At federal region level, North-Rhine Westphalia, Rhineland Palatinate, Baden-Württemberg and **now Berlin have launched their own pilot projects.**

Frequently Asked Questions

Anonymous Application Procedures – How do they work?

In an anonymous application, the name, age, gender, disability, origin and marital status are not disclosed and there is no photo on the application. Initially, HR officers receive only details of the qualifications and professional experience of the applicant. The information can be provided on a standard application form, for example. This information is used to select the applicants and invite them to an interview. For the interview itself, this anonymity is lifted.

The law and legislation

General Equal Treatment Act (German abbreviation: AGG), § 2 (1): “For the purposes of this Act, any discrimination within the meaning of Section 1 shall be inadmissible in relation to: 1. conditions for access to dependent employment and self-employment, including selection criteria and recruitment conditions, whatever the branch of activity and at all levels of professional hierarchy, including promotion. ...”

Would you like to find out more about Anonymous Application Procedures?

Are you interested? Would you like to find out more about our pilot project or apply for a new position for which the application process is anonymous? You can find out more on our website and also participate in a training course on anonymous application documents.

www.berlin.de/lb/ads/schwerpunkte/anonymisierte-bewerbungsverfahren/

Contact

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