

ANNUAL REPORT 2025

Saravanan Ganesan

Co-Founder
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World Issues) e.V.
Berlin, Germany

Report on Activities of AFRIW in 2025

1. AFRIW has been invited as a guest member in the Advisory Council for Participation and Integration Berlin Mitte since February 2025

Since February 2025, AFRIW e.V. has played a pivotal role in addressing labor exploitation in Berlin-Mitte through its active engagement as a guest member of the Advisory Council for Participation and Integration. Drawing on its grassroots connections and policy expertise, Saravanan Ganesan, Co-Founder of AFRIW, has spotlighted systemic abuses affecting migrant workers. **The organization has contributed evidence-based recommendations to improve monitoring, advocated for multilingual legal education campaigns, and facilitated direct consultations with affected communities.** Its presence has helped bridge gaps between local governance and marginalized voices, reinforcing the council's commitment to inclusive labor protections and equitable participation.

2. Counselling for Refugees, including job coaching and education counselling at Sprengelhaus from January to June 2025

From January to June 2025, AFRIW e.V. provided targeted counselling for refugees at Sprengelhaus in Berlin-Wedding, offering a vital bridge between individual aspirations and systemic barriers. **Through personalized job coaching, participants received guidance on CV preparation, interview techniques, and navigating the German labor market, with special attention to recognizing informal skills and prior experience.** The initiative fostered empowerment and self-determination, creating a safe space for refugees to explore their potential and access resources often obscured by bureaucratic complexity.

3. Healthy nutrition and lifestyle, an online event on February 19, 2025, in collaboration with Schwarzwald Indo-German Association (SIGA) and Magdeburg Indians

On February 19, 2025, AFRIW e. V. co-hosted an online event titled *Healthy Nutrition and Lifestyle* in collaboration with the Schwarzwald Indo-German Association (SIGA) and Magdeburg Indians, aligning with the UN Sustainable Development Goal on health and well-being (SDG 3). The session brought together diverse Indian communities to explore approaches to balanced diets, mental wellness, and sustainable living. Mr. Elmar Stapelfeldt, Nutritionist and Ayurveda Expert, presented practical tips on affordable nutrition, mindful eating, and integrating physical activity into daily routines—especially for migrant families navigating new environments. The event fostered cross-cultural dialogue and empowered participants to make informed lifestyle choices that support long-term health and resilience.

4. March 18, 2025: Workshop for the officials of Berlin Criminal Police and Customs

5. September 18, 2025: Workshop for the officials of the Berlin Immigration Office

In 2025, AFRIW e.V. conducted two strategic capacity-building workshops addressing the vulnerabilities of Indian migrants in Berlin and the patterns of labor exploitation affecting them. On March 18, a session tailored for officials from the Landeskriminalamt (LKA) and Zoll Berlin focused on identifying migration patterns, labor exploitation indicators, abusive practices, reasons for low complaints against labor exploitation, and gaps in enforcement mechanisms. The workshop emphasized the need for culturally sensitive approaches and inter-agency coordination.



Later, on September 18, AFRIW facilitated another workshop for the officials of Landesamt für Einwanderung (LEA) Berlin, centering on administrative challenges faced by migrants, including forged documentation, exploitative job placements, and barriers to legal recourse. Both sessions fostered dialogue between frontline officials and civil society, equipping institutions with practical insights to strengthen migrant protections and uphold labor rights.



6. April 13, 2025: Online event raising awareness on labor rights and prevention of exploitation in collaboration with NRTIA, Germany

On April 13, 2025, AFRIW e.V. partnered with Non-Resident Tamil Indians Association (NRTIA) Germany to host an impactful online event focused on raising awareness of labor rights and preventing exploitation among Indian professionals and students. In the session, our Co-Founder, Mr. Saravanan Ganesan, provided practical insights into employment contracts, wage entitlements, and legal recourse mechanisms, with a special emphasis on sectors prone to abuse. Through interactive presentation, participants were empowered to recognize exploitative practices and access support services. The collaboration underscored the importance of community-led education and reinforced the shared commitment to safeguarding dignity and fairness in the workplace.

7. June 18, 2025: Participated in the panel discussion on the challenges of migration organized by the Consulate General of India, Frankfurt.

On June 18, 2025, AFRIW e.V. participated in a high-level panel discussion on the topic ‘Challenges in mobility: India-Germany’, hosted by the Consulate General of India and Indo-German Chamber of Commerce at Stadthaus in Frankfurt. The panel delved into the complex and evolving landscape of migration between India and Germany — a topic that is both timely and deeply personal for many. The experiences and challenges faced by Indian students in Germany, labor rights and the importance of fair treatment, and the urgent need to address labor exploitation and unethical recruitment practices were highlighted by our Co-Founder, Mr. Saravanan Ganesan, in the panel discussion. AFRIW contributed field-based insights, emphasizing the need for stronger bilateral cooperation, transparent recruitment practices, and culturally sensitive support systems.



8. September 3, 2025: Award ceremony of Ehrenamtspreis 2025 to the Co-Founder of AFRIW

On September 3, 2025, the Co-Founder of AFRIW e.V., Mr. Saravanan Ganesan, was honored with the prestigious Ehrenamtspreis 2025 in recognition of his outstanding commitment to labor rights and the fight against labor exploitation by the Berlin-Mitte District. The award ceremony celebrated his tireless advocacy for migrant rights, equitable labor practices, and inclusive community development across Berlin and beyond. Through strategic leadership and empathetic engagement, Mr. Ganesan has mobilized grassroots networks, influenced policy dialogues, and empowered marginalized voices—especially within migrant communities. The accolade not only acknowledged individual excellence but also spotlighted AFRIW’s broader mission to foster dignity, participation, and systemic change through civic engagement.



9. September 23, 2025: Meeting with Rasha Nasr, MdB, on discussing the challenges of skilled workforce migration from India

On September 23, 2025, our Co-Founder, Mr. Saravanan Ganesan, representing AFRIW, participated in an insightful online meeting with Rasha Nasr, Member of the German

Parliament, to discuss the multifaceted challenges surrounding skilled labor migration from India to Germany. The dialogue addressed structural barriers faced by migrants, including recognition of foreign qualifications, bureaucratic delays, unequal access to integration support, and unethical practices in recruitment. AFRIW highlighted the exploitative conditions of Indian migrant workers, emphasizing the need for transparent recruitment channels, culturally competent advisory services, and safeguards against exploitation. The exchange fostered mutual understanding and laid the groundwork for collaborative policy improvements aimed at making skilled migration more equitable and sustainable.

10. AFRIW submitted a Position paper on Situation in Gastronomy – Recruitment of Skilled Labor to the German parliamentary committee on Tourism for its hearing on October 7, 2025:

AFRIW e.V. submitted a comprehensive position paper on the topic *Situation in Gastronomy – Recruitment of Skilled Labor* to the German parliamentary committee on Tourism, highlighting urgent challenges and policy gaps in the sector. The paper drew attention to exploitative recruitment practices, lack of transparency in job placements, lack of monitoring of the recruitment processes, and the systemic undervaluation of migrant labor within Germany’s gastronomy and hospitality industry. AFRIW proposed actionable reforms, including standardized onboarding procedures, multilingual advisory services, and stronger oversight of intermediary agencies. By centering the lived experiences of migrant workers, the submission aimed to inform legislative discourse and promote fair, sustainable labor pathways in the gastronomy sector.



11. Signing of the MoU with QCPD for raising awareness on the labor rights of migrants on social media

In 2025, AFRIW e.V. formalized a partnership with the Qatar Centre for Peace and Democracy (QCPD) by signing a Memorandum of Understanding (MoU) dedicated to advancing migrant worker rights. This agreement establishes a framework for joint efforts in raising awareness through social media campaigns and providing direct support for individual migrant worker cases. By joining forces, AFRIW and QCPD aim to amplify their advocacy, enhance protection mechanisms, and promote the well-being and dignity of migrant workers on a broader scale.

12. UN Submissions in 2025:

Inputs for the country visit of the UN Special Rapporteur on the Right to Development to Germany:

In 2025, AFRIW e.V. submitted a detailed and timely input to the UN Special Rapporteur on the Right to Development, Prof. Dr. Surya Deva, in response to his call for contributions ahead of his country visit to Germany. The submission focused on the growing vulnerabilities faced by migrants—particularly students, job seekers, and professionals—who arrived in Germany under the framework of the Migration and Mobility Agreement signed between Germany and ten developing countries. AFRIW’s input underscored the structural and systemic challenges these individuals encounter, beginning with the questionable quality of education offered by many private universities, which often charge exorbitant tuition fees without delivering commensurate academic or career support. The paper also drew attention to unethical recruitment practices targeting skilled workers, including misleading job offers and exploitative employment conditions. Furthermore, AFRIW highlighted the financial strain imposed by the mandatory blocked accounts required for visa issuance, which disproportionately affect students and job seekers from economically disadvantaged backgrounds. The submission called for greater oversight, transparency, and accountability in migration-related policies, emphasizing the need to uphold the right to development by ensuring fair access to education, employment, and dignified living conditions for all migrants.

Human Rights Defenders:

In response to the UN Special Rapporteur’s 2025 call for input “*Raising Their Voices: HRDs Respond to the Human Rights Crisis*”, AFRIW e.V. submitted a compelling contribution that shed light on the intersecting challenges faced by human rights defenders in Germany. The input emphasized how rising political polarization across Europe has intensified xenophobic narratives and policy restrictions, undermining the rights and visibility of migrant communities. AFRIW highlighted its ongoing advocacy for fair and equitable

CALL FOR INPUT | SPECIAL PROCEDURES

Call for input for the country visit to Germany

ISSUED BY
Special Rapporteur on the right to development

DEADLINE
31 August 2025

Purpose: From 10 to 19 November 2025, Mr. Surya Deva, the Special Rapporteur on the right to development will conduct a country visit to Germany. The Special Rapporteur hopes to address the advancement of the right to development in Germany and to identify existing challenges with a view to formulating recommendations to the Government and other stakeholders who are working towards implementing the Sustainable Development Goals and promoting the realisation of the right to development. The report from the visit will be presented to the Human Rights Council at its 63rd session, in September 2026.

CALL FOR INPUT | SPECIAL PROCEDURES

Call for Input - Raising their voices: HRDs respond to the human rights crisis

ISSUED BY
Special Rapporteur on human rights defenders

DEADLINE
30 September 2025

Purpose: To inform the Special Rapporteur’s report to the 61st session of the Human Rights Council

Background

In her final report to the Human Rights Council, the UN Special Rapporteur on human rights defenders wishes to bring the voice of human rights defenders directly to the Council. At a time when the international human rights system is facing unprecedented challenges, the Special Rapporteur believes it is more important than ever that States hear directly from human rights defenders. As such, she seeks input from human rights defenders on how they view their human rights work, the environment in which that work takes place and changes they would like to see for the greater support of their work.

migration, particularly through grassroots engagement and policy dialogue aimed at dismantling exploitative labor systems. The submission also drew attention to the severe constraints in funding that hinder sustained advocacy work, especially for migrant-led organizations operating without institutional backing. The submission also called for more inclusive international mechanisms that recognize the contributions of human rights defenders and enhance their contributions. By participating in this global dialogue, AFRIW reaffirmed its commitment to amplifying marginalized voices and shaping a human rights framework that is truly representative and responsive.

Human Rights of Migrants:

In its contribution to the UN Office of the High Commissioner for Human Rights' 2025 report on the human rights of migrants, AFRIW e.V. drew attention to the precarious conditions experienced by migrants—particularly students, job seekers, and skilled professionals—who arrived in Germany through bilateral mobility agreements. The submission underscored how these migrants often face *unethical recruitment practices, exploitative labor conditions, and financial burdens*, such as the mandatory blocked accounts that disproportionately affect individuals from low-income backgrounds. AFRIW also raised concerns about the *quality and cost of education* in private institutions, where many international students are enrolled, noting that high tuition fees are often paired with limited academic support and unclear career prospects. The paper called for *greater transparency, oversight, and accountability* in the implementation of these agreements, and emphasized the need for *rights-based migration frameworks* that prioritize dignity, access to justice, and equitable development opportunities. Through this submission, AFRIW reaffirmed its commitment to amplifying migrant voices and shaping inclusive policies at both national and international levels.

CALL FOR INPUT | OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS

Call for inputs - Human rights of migrants

ISSUED BY
OHCHR

DEADLINE
15 October 2025

Purpose: To inform the Secretary-General's report on the human rights of migrants, to be presented at the Human Rights Council's sixty-first session.

Background

The General Assembly, in its resolution [A/RES/78/217](#) entitled "Protection of migrants" requested the Secretary-General to submit to the General Assembly and the Human Rights Council a comprehensive report entitled "Human rights of migrants", covering all aspects of the implementation of the resolution (para. 32). The report will be submitted to the Human Rights Council at its sixty-first session and transmitted to the General Assembly at its eightieth session.

13. Registration of AFRIW with the Transparency Register of the European Union

AFRIW e.V. successfully registered with the Transparency Register of the European Union, marking a significant step in its commitment to institutional accountability and democratic engagement. This registration enhances AFRIW's visibility and credibility in EU-level advocacy, allowing the organization to participate more effectively in consultations, policy dialogues, and stakeholder forums. By formally aligning with transparency standards, AFRIW reinforces its dedication to ethical lobbying practices and strengthens its role in promoting fair migration, labor rights, and minority protections within the European policy landscape.

Search the register

AFRIW	
AFRIW (Action for (Human) Rights and World Issues) e.V.	
REG Number	9597567100824-62
Status	ACTIVATED
Category of registration	Non-governmental organisations, platforms and networks and similar
Location of head office	GERMANY
Latest update	
AFRIW: - designs and supports educational, social, ...AFRIW is not yet a member of any other Organisation...AFRIW e.V. has 7 members - only natural persons. No	

14. Counselling of Indian students on labor rights, accompanied 3 Indian students to the labor court in Neuruppin.

Last week, AFRIW e.V. accompanied three Indian students to their hearing at the Labor Court in Neuruppin, Brandenburg, where they filed a payment claim (Zahlungsklage) against their former employer. This case highlights a pressing issue among international migrants in Germany, particularly students and skilled workers: unpaid wages, unfair dismissals, and a lack of contract transparency. It is a part of AFRIW's ongoing counselling activities for Indian students on labor rights and labor exploitation.

15. Counselling of Indian students on rental rights and refund of security deposits.

AFRIW e.V. has actively provided counselling to Indian students in Germany on rental rights and the legal procedures surrounding the refund of security deposits, recognizing housing as a critical area of vulnerability. Through one-on-one advisory sessions, students were informed about their rights under German tenancy law, including proper documentation, notice periods, and the legal timeframe for deposit refunds. AFRIW also addressed common issues such as unjustified deductions, lack of transparency from landlords, and language barriers in asserting claims. By equipping students with practical knowledge and multilingual resources, the initiative empowered them to navigate rental disputes confidently and advocate for fair treatment in the housing market.

16. Presenting the challenges of skilled workforce migration under the migration and mobility agreement to the members of the Social Democratic Party (SPD) Berlin-Mitte

On October 27, 2025, Mr. Saravanan Ganesan, representing AFRIW e.V. presented a focused briefing to members of the Social Democratic Party (SPD) Berlin-Mitte, outlining the pressing challenges surrounding skilled workforce migration under Germany's Migration and Mobility Agreement with ten developing countries. The presentation highlighted the lived experiences of migrant professionals, students, and job seekers who face



bureaucratic hurdles, unethical recruitment practices, and financial burdens such as blocked accounts and inflated tuition fees. AFRIW advocated for fairer onboarding procedures, transparent labor pathways, and stronger oversight of private institutions and intermediary agencies. By engaging directly with the SPD party members, AFRIW aimed to foster inclusive reforms that uphold the dignity and development rights of Indian migrant workers in Germany.

17. Presenting the work of AFRIW to the Ehrenamtsbüro Berlin-Mitte in November 2025

On November 3, 2025, AFRIW e.V., represented by the Co-Founder, Saravana Ganesan, represented its multifaceted work to the Voluntary Services Office (Ehrenamtsbüro) of Berlin-Mitte district, showcasing its commitment to migrant empowerment, labor rights advocacy, and inclusive community engagement. The presentation highlighted AFRIW's strategic initiatives—from legal counselling for international students and outreach on rental exploitation, to its contributions to UN forums and policy consultations on skilled migration. AFRIW also emphasized its volunteer-driven model, underscoring the role of civic engagement in advancing social justice and minority protection. By sharing its impact and collaborative approach, AFRIW aimed to strengthen ties with local volunteer networks and explore new avenues for partnership and support.

18. Engaging with the UN Special Rapporteur on Right to Development, Prof. Dr. Surya Deva, during his country visit to Germany from November 10-19, 2025

The UN Special Rapporteur on the Right to Development, **Prof. Dr. Surya Deva**, visited Germany from **November 10–19, 2025**, to assess the country's role in advancing rights-based development. His first engagement took place on **November 10** at *Rathaus Tiergarten*, hosted by **Mr. Martin Vahemäe-Zierold**, Commissioner for Anti-Discrimination, Berlin-Mitte. AFRIW e.V. presented the challenges faced by international migrants, particularly Indian nationals arriving under the **Migration and Mobility Partnership Agreement (MMPA)**. Concerns included exploitative working conditions, precarious housing, delayed visa processing, and financial burdens on students at private universities.



On **November 11**, the **German Institute for Human Rights** convened civil society consultations with Prof. Deva and Ms. Anotela Pavlova (OHCHR). NGOs, migrant associations, and advocacy networks raised issues such as reduced social spending, restrictions on refugee family reunification, and structural racism. Prof. Deva emphasized that migrants and refugees must be recognized as assets to Germany's economy and society, and that responsible business conduct should be a prerequisite for economic activity.

In his address at the **Bundestag**, Prof. Deva highlighted AFRIW's concerns, urging that migrants contributing to Germany's economy deserve a working life with dignity. His concluding **press release** reaffirmed that Germany must ensure migrants and refugees enjoy all human rights in line with international law and the German Basic Law.

Prof. Deva echoed these calls, insisting that migrants and refugees must be recognized as assets to Germany's economy and society, and that responsible business conduct should be a precondition for economic activity. The consultations provided a vital platform for civil society voices to shape the Rapporteur's recommendations, reinforcing the importance of participatory dialogue in advancing human rights and sustainable development.

Links:

<https://www.bundestag.de/presse/hib/kurzmeldungen-1126662>)

<https://www.ohchr.org/en/press-releases/2025/11/germany-un-expert-urges-government-show-leadership-promoting-rights-centred>

19. Participation in the 18th session of the UN Forum on minority issues at UN Geneva from November 26-28, 2025.

From November 26 to 28, 2025, AFRIW e.V. actively participated in the 18th session of the UN Forum on Minority Issues at the United Nations in Geneva, bringing forward its expertise in migration and minority protection. Representing grassroots perspectives from Germany and beyond, AFRIW delivered targeted interventions on the systemic discrimination faced by minorities and the barriers to equitable participation in host societies. Through strategic engagement with UN Working Group members and civil society actors, AFRIW advocated for inclusive policy reforms, stronger accountability mechanisms, and the amplification of marginalized voices in international human rights discourse. Its presence reinforced the importance of community-led advocacy in shaping global standards for minority rights and development.

20. Dialogue of Religions for Social Justice hosted by the Afghanistan Committee Berlin on December 6, 2025

Saravanan Ganesan, Co-founder of AFRIW, presented Hinduism – Its Philosophy and its Contribution to Social Justice in India, at the Dialogue of Religions for Social Justice event organized by the Afghanistan Committee for Peace, Reconstruction and Culture e.V. in Berlin on December 5, 2025. Scholars from Christianity, Islam, and Alevism also presented their respective religious philosophies and their contributions towards social justice. Saravanan Ganesan also emphasized the importance of interfaith cooperation in addressing social inequality, highlighting how migrant communities, faith-based organizations, and civil society actors can work together to promote dignity, inclusion, and equitable opportunities. By bringing perspectives from grassroots engagement and migrant advocacy, he helped deepen the discussion on how religious and cultural networks can strengthen social cohesion. His participation underscored AFRIW's ongoing commitment to justice-oriented dialogue and collaborative community-building in Berlin.



21. Presentation on Challenges of Skilled Workforce Migration: The Case of Indian Migrants and the Exploitative Working Conditions in Berlin at the Committee of Integration and Participation of Berlin-Mitte District on December 16, 2025

The presentation on the challenges of skilled workforce migration, especially between India and Germany, delivered on December 16, 2025, at the Committee for Integration and Participation of the Berlin-Mitte district, highlighted the increasingly urgent social issues faced by Indian migrants in Berlin. Saravanan Ganesan, Co-Founder of AFRIW e.V. provided an expert explanation of the problematic pathways



that bring many migrants to Germany—ranging from questionable private universities to exploitative delivery services and the discriminatory conditions under which many are forced to study and labor. The discussion underscored how individuals often pay significant sums to intermediaries merely to obtain the chance to “study” while working under precarious circumstances. The event drew strong political attention, including the participation of the Mayor of Berlin-Mitte, Ms. Stefanie Remlinger, whose presence signaled the district’s serious commitment to addressing these concerns.

22. Capacity building workshop on “Raising Awareness on Labor Rights in the German Health Care System” – Organized by EUROCAS, one of the leading health care recruiters in Germany, on December 20, 2025

A capacity-building workshop on labor rights in the German health-care sector for newly arrived nurses from India was held by EUROCAS at the Marriott Hotel in Frankfurt on December 20, 2025. AFRIW e.V. delivered an in-depth presentation outlining key aspects of German labor law, with particular emphasis on regulations governing employment conditions, contractual obligations, workplace protections, and grievance-handling mechanisms in the health-care system. The workshop aimed to equip participants with a clear understanding of their rights and responsibilities as health-care professionals in Germany, while also strengthening their ability to identify and address workplace challenges. Approximately 60 Indian nurses took part in the session, reflecting a strong interest in gaining reliable guidance as they transition into their new professional environment.



