



Law on the Improvement of Enforcement of the Labour Protection Act Protection and Control Act (Arbeitsschutzkontrollgesetz)

1) What is the aim of the Labour Protection and Control Act?

The purpose of the Labour Protection and Control Act is to improve working conditions and occupational health and safety for workers in the meat industry, but also in other industries. The Act lays down uniform rules for the accommodation of workers throughout the country. Compliance with the law is also to be monitored more closely.

2) What changes does the law stipulate?

Restrictions on the use of external personnel:

As of 1st January 2021, meat companies may only employ their own workers in the areas of slaughtering, butchering and processing. This means that subcontractors will no longer be allowed.

From 1st April 2021, the hiring of employees of temporary employment agencies will only be allowed in the field of meat processing. If the whole company has fewer than 50 employees, the changes in the law do not apply.

Working time:

New - Both employers and temporary employment agencies are from now on obliged to record the daily working time electronically. However, in addition it is important for you to document the regular daily working time. You can use our template, click here:

<https://bema.arbeitundleben.org/wp-content/uploads/2020/09/Stundenzettel.pdf>

The daily working time also includes the times employees need to put on or take off work clothes, prepare or clean tools and work equipment. Washing times before starting or after finishing work are also included if there are hygienic or health reasons. This is also called preparation and follow-up time and has to be paid.

Minimum standards of shared accommodation for 4 persons or more:

If the company organises shared accommodation for workers, minimum standards apply. The accommodation must ensure health protection. If several persons live together the required number of beds, cupboards, tables and chairs must be available. There must be s



separate rooms in the accommodation for sleeping and resting as well as living rooms and bathrooms. This depends on how long and how many people are staying in the accommodation. It is by law that all employees must be registered with the local authorities.

Inspection and control:

The enterprises are to be inspected more often. Customs and the Labour Protection Office are responsible for this. There are high penalties and fines for violations.

Source:

Information in German on the Labour Protection and Control Act

WWW <https://www.bmas.de/DE/Service/Gesetze/arbeitsschutzkontrollgesetz.html>

Labour Protection and Control Act (in German)

WWW https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBl&jumpTo=bgbl120s3334.pdf#_bgbl_%2F%2F*%5B%40attr_id%3D%27bgbl120s3334.pdf%27%5D_1610611764937

Kontakte:

Dorota Günther (Pol)

+49 159 01 38 01 11

Zabih Hashemi (En, Pers.)

+49 159 01 38 09 06

Nicola Kloke (En, Arab)

+ 49 163 51 72 76 6

Gabriela Ruzala (Pol)

+49 159 01 38 11 10

Dzhemile Umerova (En, Rus, Ukr)

+49 159 01 38 09 05

Anne Hafenstein (Dt, En, Rus)

+49 159 01 83 09 03

Elitsa Kirova (Bul, Srp, Hrv, Bos)

+49 159 01 38 5701

Hendrik Lackus (Ro)

+49 159 01 38 098 99

Robert Toth (Hu)

+49 159 01 31 33 38

Das Projekt BemA wird gefördert durch:



Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales und den Europäischen Sozialfonds gefördert.



Träger beider Projekte ist:

