

Annual Report 2025



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Message from the Founders

There are moments in every organization's journey when success is measured not by the number of projects completed, but by the lives touched, the voices amplified, and the barriers that begin to fall because people chose to stand together. For AFRIW, 2025 has been one of those defining years.

Throughout this year, we witnessed both the promise and the complexity of migration. We met talented students filled with ambition, skilled professionals determined to contribute, and families searching for opportunity and security. Yet we also encountered exploitation, misinformation, discrimination, and systems that too often overlook the dignity of those they are meant to serve.

These experiences strengthened a belief that has guided AFRIW since its inception: every person, regardless of where they come from, deserves to be treated with fairness, respect, and humanity.

This report tells the story of a year in which we moved beyond responding to individual cases and increasingly helped shape the conversations that influence policy and public institutions. We worked alongside local authorities, law enforcement agencies, immigration officials, parliamentarians, international organizations, and the United Nations. We provided legal guidance to migrant workers and students, advocated for victims of labour exploitation, strengthened community awareness, and contributed practical recommendations grounded not in theory, but in lived experience.

Behind every initiative described in this report is a simple conviction: lasting change begins when people choose to listen, to collaborate, and to act. Every counselling session, every policy dialogue, every workshop, and every partnership represents another step toward a society where opportunity is not determined by origin and where human dignity is never negotiable.

We are deeply grateful to our volunteers, partners, public institutions, supporters, and the many individuals who placed their trust in AFRIW throughout the year. Your commitment reminds us that meaningful progress is always a shared endeavour.

While significant challenges remain, so does our optimism. We believe that societies grow stronger when they protect the rights of the most vulnerable, value diversity as a source of strength, and ensure that everyone has the opportunity not only to succeed, but to belong.

As we look to the future, AFRIW e.V. will continue to stand with courage, compassion, and determination, working to advance fair migration, decent work, and equal opportunity for all. Together, we can build communities where justice is not an aspiration but a lived reality.

With gratitude and hope,

The Founders

AFRIW e.V.

Berlin, Germany

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The infographic consists of three vertical panels. The first panel, 'Our Mission', has a green header and a target icon. The second panel, 'Our Vision', has a dark blue header and an eye icon. The third panel, 'Our Values', has a pink header and a group of people icon. Each panel contains text describing the organization's goals and principles.

Our Mission

AFRIW is committed to creating a world where every individual **thrives in safety and equality**.

Our mission is to create **lasting positive change**, standing up for the **rights of all** and contributing to a more **peaceful and equitable** global society.

Our Vision

We aspire to **end discrimination and violence**, ensuring that all people are **empowered** and treated with **dignity**.

We aim to contribute to a future where all individuals **live in peace**, enjoying their **rights** and **opportunities** without prejudice or fear.

Our Values

- Integrity** – We act with honesty, transparency and accountability.
- Empowerment** – We enable individuals to know their rights and shape their future.
- Sustainability** – We pursue solutions that create lasting positive impact.
- Excellence** – We are committed to quality, collaboration and continuous improvement.

1. Guest Membership 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 at Sprengelhaus

January – 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" Online Event

19 February 2025 — with SIGA and Magdeburg Indians

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 UN Sustainable Development Goal 3 on health and well-being. 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 supporting long-term health and resilience.

4. Workshop for Officials of the Berlin Criminal Police and Customs

18 March 2025

AFRIW e.V. conducted a strategic capacity-building workshop addressing the vulnerabilities of Indian migrants in Berlin and the patterns of labor exploitation affecting them. The session, tailored for officials from the Landeskriminalamt (LKA) and Zoll Berlin, focused on identifying migration patterns, labor exploitation

indicators, abusive practices, reasons for low complaint rates, and gaps in enforcement mechanisms. The workshop emphasized the need for culturally sensitive approaches and inter-agency coordination.



Workshop session with officials of the Landeskriminalamt (LKA) and Zoll Berlin, 18 March 2025.

5. Workshop for Officials of the Berlin Immigration Office

18 September 2025

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



Briefing delivered to officials of the Landesamt für Einwanderung (LEA) Berlin, 18 September 2025.

6. Awareness Event on Labor Rights and Prevention of Exploitation

13 April 2025 — with NRTIA Germany

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

7. Panel Discussion on the Challenges of Migration

18 June 2025 — Consulate General of India, Frankfurt

AFRIW e.V. participated in a high-level panel discussion on "Challenges in Mobility: India--Germany," hosted by the Consulate General of India and the Indo-German Chamber of Commerce at the Stadthaus in Frankfurt. The panel examined the evolving landscape of migration between India and Germany. Co-Founder Saravanan Ganesan highlighted the experiences of Indian students in Germany, the importance of fair treatment and labor rights, and the urgent need to address labor exploitation and unethical recruitment practices. AFRIW contributed field-based insights, emphasizing stronger bilateral cooperation, transparent recruitment practices, and culturally sensitive support systems.



Panel discussion on India--Germany mobility, Stadthaus Frankfurt, 18 June 2025.

8. Ehrenamtspreis 2025 Awarded to AFRIW Co-Founder

3 September 2025

Co-Founder Saravanan Ganesan was honored by the Berlin-Mitte District with the prestigious Ehrenamtspreis 2025, in recognition of his outstanding commitment to labor rights and the fight against labor exploitation. The 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, spotlighting AFRIW's broader mission to foster dignity, participation, and systemic change.



Ehrenamtspreis 2025 award ceremony, Berlin-Mitte, 3 September 2025.

9. Meeting with Rasha Nasr, Member of the German Parliament

23 September 2025

Co-Founder Saravanan Ganesan, representing AFRIW, took part in an online meeting with Rasha Nasr, MdB, to discuss the challenges surrounding skilled labor migration from India to Germany. The dialogue addressed structural barriers including recognition of foreign qualifications, bureaucratic delays, unequal access to integration support, and unethical recruitment practices. AFRIW highlighted the exploitative conditions faced by Indian migrant workers, emphasizing the need for transparent recruitment channels, culturally competent advisory services, and safeguards against exploitation, laying the groundwork for collaborative policy improvements.

10. Position Paper: Situation in Gastronomy — Recruitment of Skilled Labor

Submitted for the parliamentary hearing of 7 October 2025

AFRIW e.V. submitted a position paper to the German parliamentary committee on Tourism, highlighting urgent challenges and policy gaps in the gastronomy and hospitality sector. The paper drew attention to exploitative recruitment practices, lack of transparency in job placements, insufficient monitoring of recruitment processes, and the systemic undervaluation of migrant labor. AFRIW proposed actionable reforms, including standardized onboarding procedures, multilingual advisory services, and stronger oversight of intermediary agencies, centering the lived experiences of migrant workers to inform legislative discourse.



POSITIONSPAPIER

Zur Anhörung des Deutschen Bundestages:
„Lage im Gastgewerbe“
Schwerpunkt: Anwerbung von Fach- und Arbeitskräften

Saravanan Ganesan
s.ganesan@afriw.org

Register Nummer: Amtsgericht Berlin-Ostkreuz (VR 30749 B - Steueridentifikationsnummer: 2109910042)

Position paper submitted to the German parliamentary committee on Tourism, October 2025.

11. Memorandum of Understanding with QCPD

2025

AFRIW e.V. formalized a partnership with the Qatar Centre for Peace and Democracy (QCPD) through a Memorandum of Understanding dedicated to advancing migrant worker rights. The agreement establishes a framework for joint social-media awareness campaigns and direct support for individual migrant worker cases. Through this partnership, AFRIW and QCPD aim to amplify advocacy, enhance protection mechanisms, and promote the well-being and dignity of migrant workers on a broader scale.

12. United Nations Submissions

2025

Country visit of the UN Special Rapporteur on the Right to Development

AFRIW e.V. submitted a detailed input to Prof. Dr. Surya Deva, UN Special Rapporteur on the Right to Development, ahead of his country visit to Germany. The submission focused on the vulnerabilities faced by migrants — particularly students, job seekers, and professionals — arriving under the Migration and Mobility Agreement between Germany and ten developing countries. It underscored the questionable quality of education at many private universities charging exorbitant fees without commensurate support, unethical recruitment practices targeting skilled workers, and the financial strain of mandatory blocked accounts. AFRIW called for greater oversight, transparency, and accountability to uphold the right to development for all migrants.

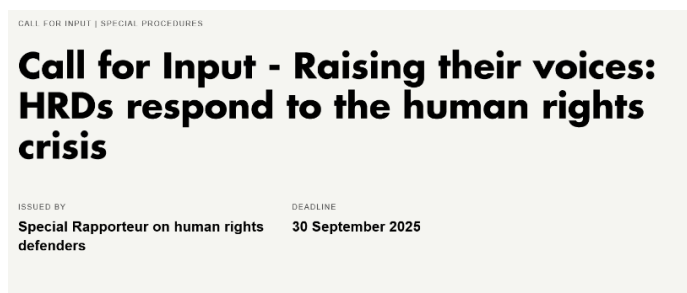


Purpose: From 10 to 19 November 2025, Mr. Surya Deva, the Special Rapporteur on the right to development will conduct a country visit to Germany. The Special Rapporteur hopes to address the advancement of the right to development in Germany and to identify existing challenges with a view to formulating 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.

Submission to the UN Special Rapporteur on the Right to Development, 2025.

Human Rights Defenders

In response to the Special Rapporteur's call for input, "Raising Their Voices: HRDs Respond to the Human Rights Crisis," AFRIW e.V. submitted a contribution on the intersecting challenges faced by human rights defenders in Germany, noting how rising political polarization has intensified xenophobic narratives and policy restrictions. AFRIW highlighted its grassroots engagement and policy dialogue aimed at dismantling exploitative labor systems, and drew attention to severe funding constraints affecting migrant-led organizations, calling for more inclusive international mechanisms that recognize the contributions of human rights defenders.



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.

Submission on Human Rights Defenders, 2025.

Human Rights of Migrants

AFRIW e.V. contributed to the UN Office of the High Commissioner for Human Rights' 2025 report on the human rights of migrants, drawing attention to the precarious conditions of migrants arriving through bilateral mobility agreements, including unethical recruitment practices, exploitative labor conditions, and financial burdens such as mandatory blocked accounts. The submission also raised concerns about the quality and cost of education in private institutions and called for greater transparency, oversight, and rights-based migration frameworks that prioritize dignity, access to justice, and equitable development opportunities.

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.

Submission on the Human Rights of Migrants, 2025.

13. Registration with the EU Transparency Register

2025

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. The registration enhances AFRIW's visibility and credibility in EU-level advocacy, enabling more effective participation in consultations, policy dialogues, and stakeholder forums, while reinforcing its dedication to ethical lobbying practices in promoting fair migration, labor rights, and minority protections.

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

Confirmation of AFRIW's registration with the EU Transparency Register, 2025.

14. Counselling and Court Accompaniment for Indian Students

2025 — Labor Court, Neuruppin

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. The 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 forms part of AFRIW's ongoing counselling activities for Indian students on labor rights and labor exploitation.

15. Counselling on Rental Rights and Security Deposit Refunds

2025

AFRIW e.V. 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 of their rights under German tenancy law, including proper documentation, notice periods, and legal timeframes for deposit refunds. AFRIW also addressed unjustified deductions, lack of landlord transparency, and language barriers, equipping students to navigate rental disputes confidently.

16. Briefing to the SPD Berlin-Mitte on Skilled Workforce Migration

27 October 2025

Co-Founder Saravanan Ganesan presented a focused briefing to members of the Social Democratic Party (SPD) Berlin-Mitte, outlining the 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 facing 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.



Briefing to SPD Berlin-Mitte members on skilled workforce migration, 27 October 2025.

17. Presentation to the Ehrenamtsbüro Berlin-Mitte

3 November 2025

AFRIW e.V., represented by Co-Founder Saravanan Ganesan, presented its multifaceted work to the Voluntary Services Office (Ehrenamtsbüro) of the Berlin-Mitte district, showcasing its commitment to migrant empowerment, labor rights advocacy, and inclusive community engagement. The presentation covered legal counselling for international students, outreach on rental exploitation, contributions to UN forums, and policy consultations on skilled migration, while underscoring AFRIW's volunteer-driven model and its role in advancing social justice and minority protection.

18. Engagement with the UN Special Rapporteur on the Right to Development

10 – 19 November 2025

Prof. Dr. Surya Deva, UN Special Rapporteur on the Right to Development, visited Germany from 10 to 19 November 2025 to assess the country's role in advancing rights-based development. His first engagement, on 10 November at Rathaus Tiergarten, was 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) — including exploitative working conditions, precarious housing, delayed visa processing, and financial burdens on students at private universities.

On 11 November, the German Institute for Human Rights convened civil society consultations with Prof. Deva and Ms. Anotela Pavlova (OHCHR), where NGOs, migrant associations, and advocacy networks raised issues including 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, reinforcing the importance of participatory dialogue in advancing human rights and sustainable development.



Engagement with Prof. Dr. Surya Deva, UN Special Rapporteur on the Right to Development, November 2025.

Related links:

19. 18th Session of the UN Forum on Minority Issues

26 – 28 November 2025 — Geneva

AFRIW e.V. actively participated in the 18th session of the UN Forum on Minority Issues 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 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.

20. Dialogue of Religions for Social Justice

5 December 2025 — Afghanistan Committee Berlin

Co-Founder Saravanan Ganesan presented "Hinduism — Its Philosophy and Its Contribution to Social Justice in India" at the Dialogue of Religions for Social Justice, organized by the Afghanistan Committee for Peace, Reconstruction and Culture e.V. in Berlin. Scholars from Christianity, Islam, and Alevism also presented their respective religious philosophies and contributions to social justice. Mr. Ganesan 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, deepening the discussion on how religious and cultural networks can strengthen social cohesion.



Dialogue of Religions for Social Justice, Berlin, 5 December 2025.

21. Presentation to the Committee for Integration and Participation, Berlin-Mitte

16 December 2025

Co-Founder Saravanan Ganesan delivered a presentation on the challenges of skilled workforce migration between India and Germany, highlighting the increasingly urgent social issues faced by Indian migrants in Berlin, including problematic pathways 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 for 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, signaling the district's serious commitment to addressing these concerns.



Presentation to the Committee for Integration and Participation, Berlin-Mitte, 16 December 2025.

22. Workshop on Labor Rights in the German Health Care System

20 December 2025 — Organized by EUROCAS

A capacity-building workshop on labor rights in the German health-care sector for newly arrived nurses from India was held by EUROCAS, one of Germany's leading health-care recruiters, at the Marriott Hotel in Frankfurt. AFRIW e.V. delivered an in-depth presentation on key aspects of German labor law, with particular emphasis on employment conditions, contractual obligations, workplace protections, and grievance-handling mechanisms in the health-care system. Approximately 60 Indian nurses took part, reflecting strong interest in reliable guidance as they transition into their new professional environment.



Labor rights workshop for Indian nurses, organized by EUROCAS, Frankfurt, 20 December 2025.