



Harmonization and implementation of
Corporate Social Responsibility EU Directives

Employment of persons with disabilities The best practice in Germany

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Contents

1. Legal framework
2. Statistics
3. Best practice



Legal framework

- Germany's first law after the second World War stipulating an **employment obligation** for people with disabilities was enacted in 1953.
- In 1974, further legislation was passed securing their integration into the labour market by providing **protection against dismissal to individuals with disabilities** of over 50 per cent.
- Following Germany's reunification, a Constitutional amendment was added declaring that no person shall be discriminated against because of race, gender, religious and political beliefs or **disability**.

Legal framework

- In Germany there is a special Law as part of the social legislation dealing with persons with disabilities. This law designates that all companies employing more than 20 employees have to assign 5 % of these jobs to disabled persons
- As this law transposed a European directive into German law, the concept of ‘disability’ must be understood in light of the European directive as referring to a “*limitation which results in particular from physical, mental or psychological impairments and which hinders the participation of the person concerned in professional life*”.

Statistics

- In Germany, in the end of 2015 lived approximately 7.6 million people with disability.
- According to statistics of Federal Work Agency, out of 143 000 companies with more than 20 employees a total of 37 000 do not employ people with disabilities.
- If a company does not fill compulsory workstations, it has to pay: Monthly up to a maximum of 290 euros per place due.
- Still, there is a high percentage of companies that do employ people with disabilities.

Practice in Germany

- Good legal framework
- Continual improvement of employability of persons with disabilities
- Non-discriminating and inclusive environment (achieved through education and culture)
- Knowledge about assistive technologies (ones that help people with disabilities live and work)

Practice in Germany

Employment of persons with disabilities is promoting inclusiveness

Employment of persons with disabilities is seen also as good practice for company reputation as it boosts its image as socially responsible

Building trust between community and the company

Expectations

It is expected that new non-financial CSR report for companies increase the percent of employment of people with disabilities as it will:

- spread consciousness about importance of inclusion
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- provide companies a practice worth reporting on
-
- induce the practice of further employment of people with disabilities

Thank you for your attention!

Do you have any questions?