

# *Status Report*

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on the National Action Plan for  
the UN Convention on the Rights  
of Persons with Disabilities



Bundesministerium  
für Arbeit und Soziales

**einfachmachen**   
Gemeinsam die  
UN-Behindertenrechts-  
konvention umsetzen

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# 1. Introduction

On 26 March 2024, 15 years will have passed since the entry into force of the UN Convention on the Rights of Persons with Disabilities (UNCRPD). The UNCRPD was adopted by the General Assembly of the United Nations on 13 December 2006 and ratified by the Federal Republic of Germany on 24 February 2009. It entered into force in Germany on 26 March 2009 and has been required to be implemented as law by all government agencies since then. The UNCRPD is the first international treaty to set forth universal human rights specifically for persons with disabilities worldwide. Germany thus recognises the UNCRPD as binding international law. As such, policymaking for persons with disabilities has become a cross-cutting task at all levels of state action in Germany, from the federal to the *Land* governments all the way down to the municipalities.

To implement the UNCRPD nationally, the National Action Plan was developed to pool the disability policy measures of the federal ministries and other actors. The Federal Government's first National Action Plan to implement the UNCRPD (NAP 1.0) was adopted by the Federal Cabinet on 15 June 2011 and, with its 200 disability policy measures, contained an overall strategy for the next ten years - so until 2021 - to enable equal participation for people with disabilities.

On 28 June 2016, the Federal Cabinet adopted the second edition of the National Action Plan on the UNCRPD - NAP 2.0 for short. With its 175 new measures, the NAP 2.0 supplements the first NAP and, like its predecessor, is the product of a close and constructive dialogue process with civil society. The NAP 2.0 has succeeded in further bolstering the cross-cutting approach, as reflected by the fact that it includes measures from all federal ministries, for instance.

To ensure continuous monitoring, it was decided that regular progress reports would be provided on the implementation of the measures from the NAP 2.0. The 2018 interim report on the NAP this gave rise to showed that almost all of the NAP measures had since been initiated, successfully completed or implemented. As agreed in the Coalition Agreement for the 19th electoral term, the NAP 2.0 was then updated, particularly in the area of "digitalisation and inclusion" and in the wake of the COVID-19 pandemic.

The first status report was published on 4 May 2021 with 119 new disability policy measures. New measures from the ministries and departments were included in the catalogue and information was provided on the current implementation status of all measures.

The present 2023 status report gives an overview of the disability policy measures the ministries and departments initiated for the first time between 18 December 2020 and 31 March 2023 as well as the current status of all NAP measures. Between January and March 2023, the ministries and departments were asked to add new disability policy measures, programmes and projects launched or planned from 2020 onwards to the new online catalogue and also to update the status of the measures from NAP 1.0, NAP 2.0 and the first status report.

The following information was requested for new measures being added for the first time:

1. Title of the measure
2. Description of the measure
3. Current implementation status
4. Duration
5. Lead ministry or department
6. Field of action in the NAP
7. Results from the perspective of the UNCRPD
8. Were people with disabilities and their associations involved?
9. Is an evaluation of the measure planned?
10. Does the measure have a quantitative (measurable) aim? Has the aim been achieved? If not, what is the current status?

The complete catalogue of measures for the present report is published on the website [www.gemeinsam-einfach-machen.de](http://www.gemeinsam-einfach-machen.de) and can be accessed by interested citizens at any time. Furthermore, the ministries and departments can continuously add new measures to the NAP catalogue online.

## 2. Status of Implementation

On 31 March 2023, the catalogue of measures from the National Action Plan comprised a total of 440 measures. The measures include the NAP 1.0, 2.0, the 2021 update and the present status survey. The survey of measures for the first status report in 2021 was completed on 17 December 2020, meaning that the present status survey covered measures since 18 December 2020. Like in the NAP 1.0, NAP 2.0 and the first status report, a wide range of activities, measures and initiatives by the different actors were entered in the catalogue. These are measures that have existed since 2020 as well as current disability policy measures that are also set to be initiated in the future.

The actors have verified that all the measures in the NAP are up to date. So it is possible that some projects have been continued under a different name, multiple measures have been combined or unimplemented measures have been removed.

Two new focal points were added to the 2023 status report under the field of action of "Education", firstly "Integration through vocational training" and secondly "Participation in education". The large number of measures and their wide-ranging content mean the catalogue of measures will remain dynamic and flexible in the future, too.

Given the complexity of the table of measures, this report only lists the new measures since 2020 with a description (Annex 1). The descriptions of the measures from the NAP 1.0, NAP 2.0 and the first status report in 2021 are available at [www.gemeinsam-einfach-machen.de](http://www.gemeinsam-einfach-machen.de).

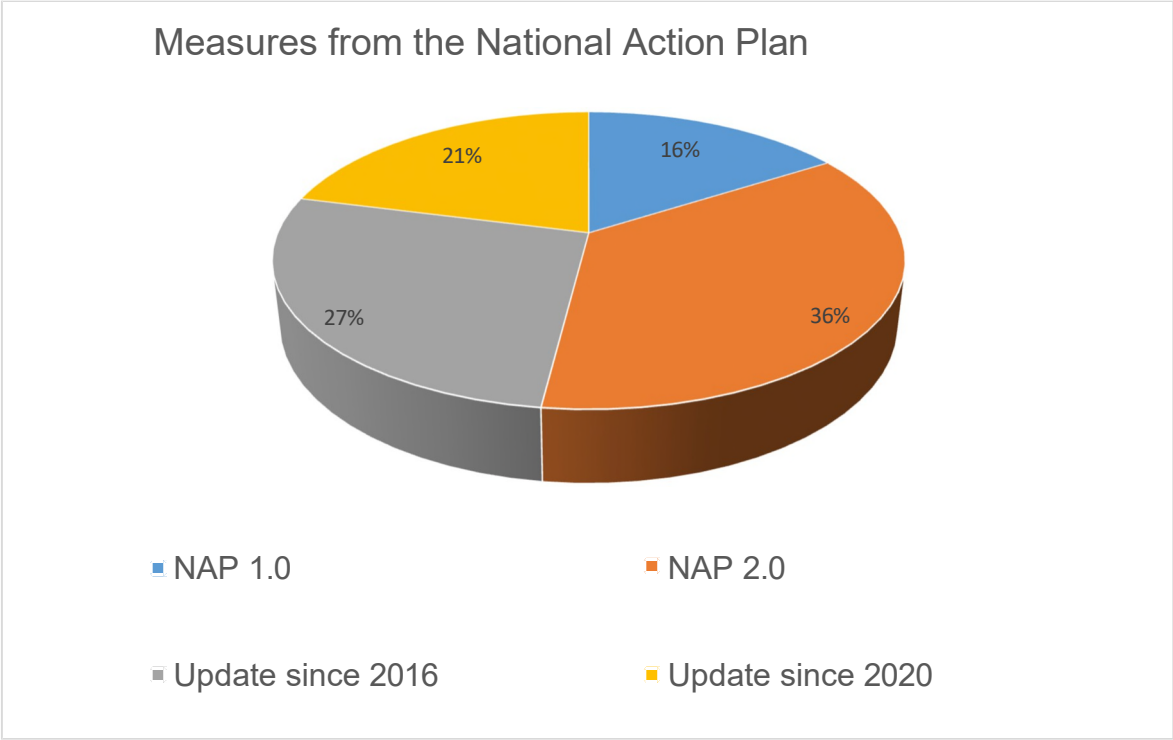


Figure 1: Measures from the National Action Plan

A total of 94 new measures have been added to the catalogue of measures since 2020. This means that 21% of the NAP catalogue consists of measures since 2020.

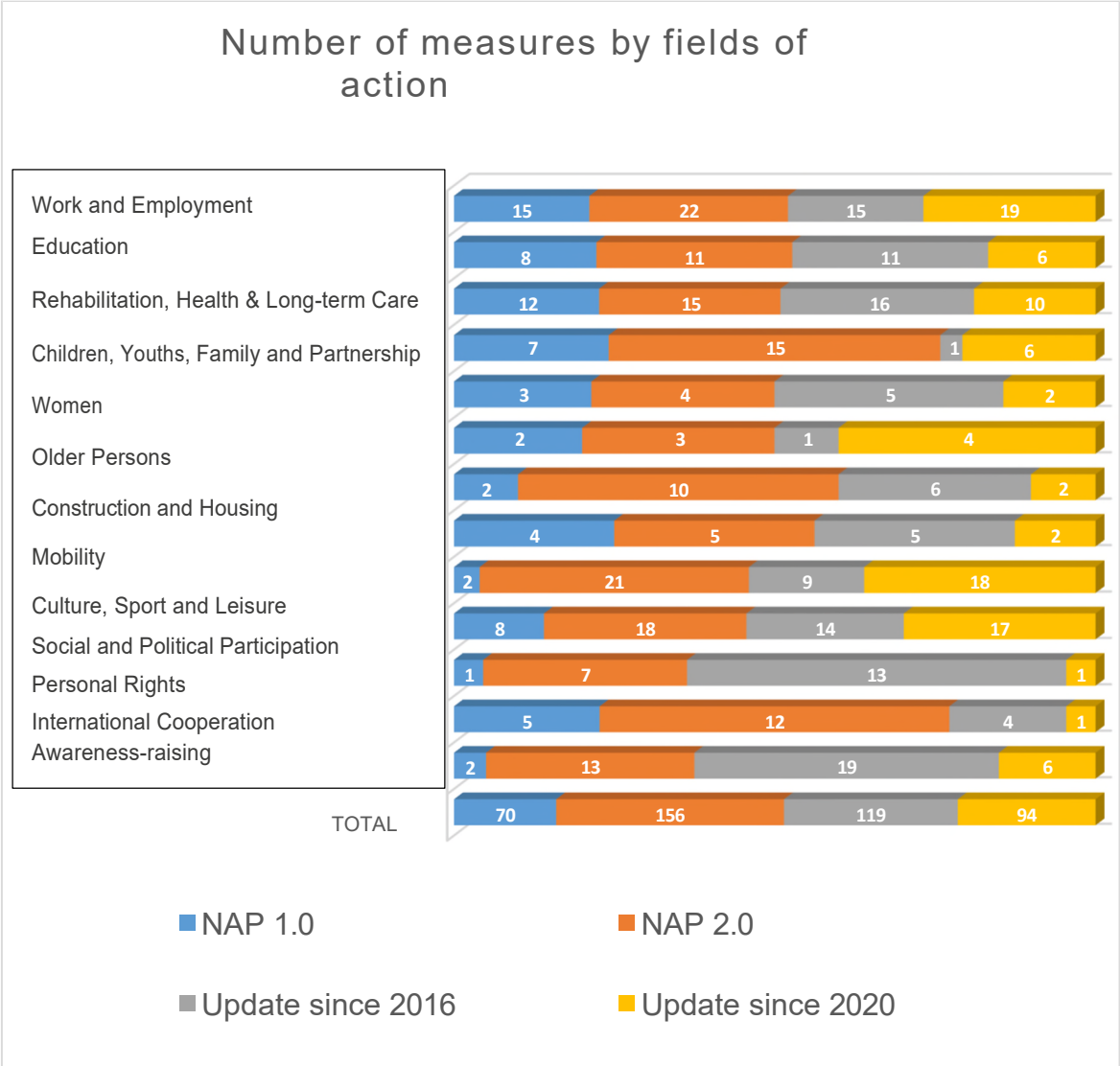


Figure 2: Number of measures by fields of action

The fields of action "Older Persons", "Culture, Sport and Leisure" and "Social and Political Participation" in particular have seen a sharp increase in new measures since 2020. A total of 14 new sports projects were initiated in the field of action "Culture, Sport and Leisure".



## 2.1 Status of implementation in the fields of action

The following terms are used and explained here to give the most accurate reflection of the implementation status:

### Definition:

Concluded measure:	Measure has been completely implemented
Implemented measure with continuing activities:	Measure has progressed beyond project status, and project activities continue to be conducted on a regular basis (e.g. recurring events)
Measure has begun:	Measure is currently being implemented and activities are being conducted on an ongoing basis
Measure not yet begun:	Measure is in the planning and preparation phase
Measure has not been implemented:	Measure will not be realised

## STATUS OF IMPLEMENTATION OF THE UPDATE SINCE 2020 BY FIELDS OF ACTION

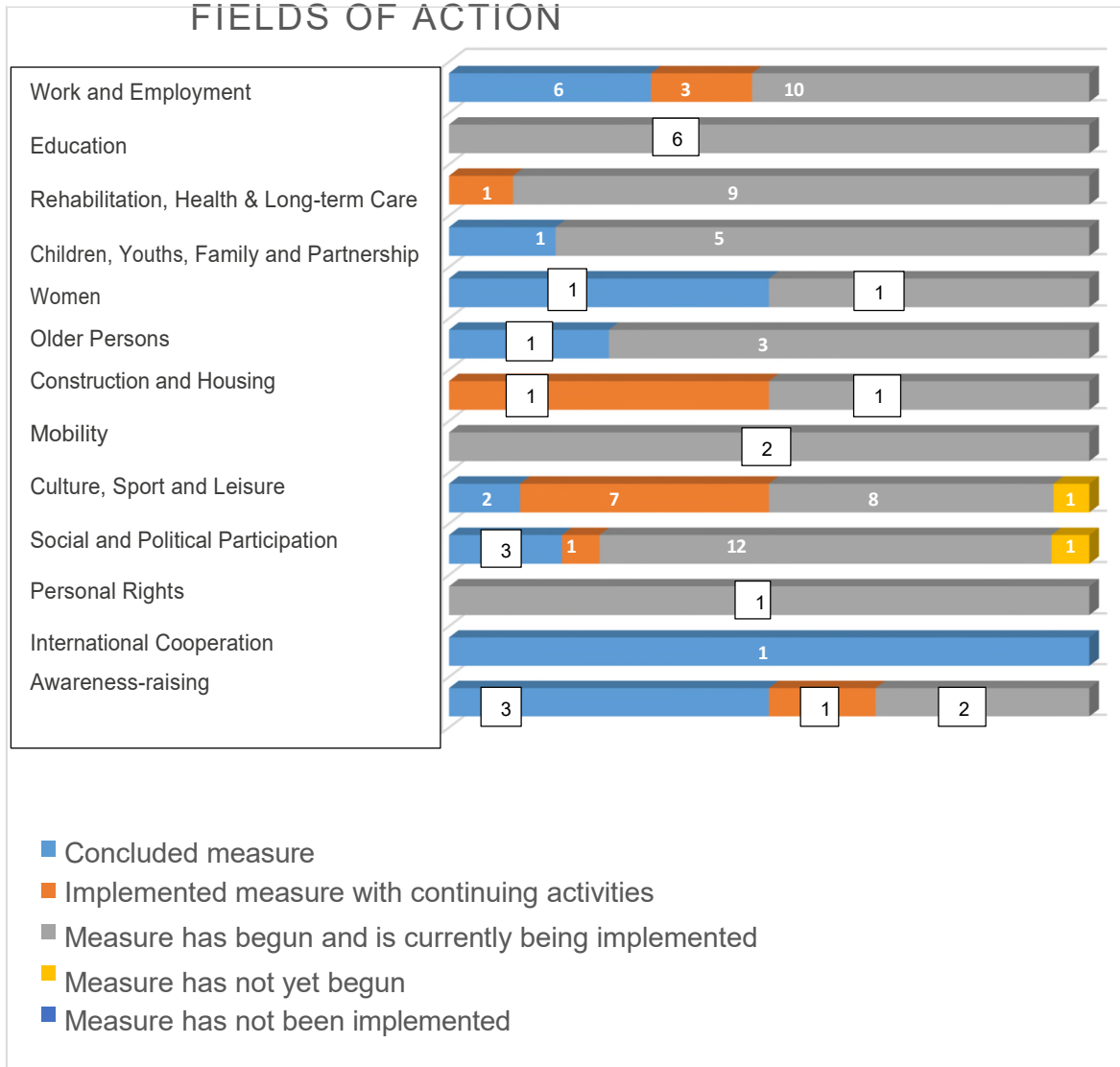


Figure 3: Status of implementation of the update since 2020 by fields of action

As of 31 March 2023, out of the 94 new measures since 2020, 18 measures (19 per cent) had already been concluded, 14 measures (15 per cent) had been implemented with continuing activities, 60 (64 per cent) measures had begun and were currently being implemented and 2 measures (2 per cent) had not yet begun.

## STATUS OF IMPLEMENTATION BY FIELDS OF ACTION

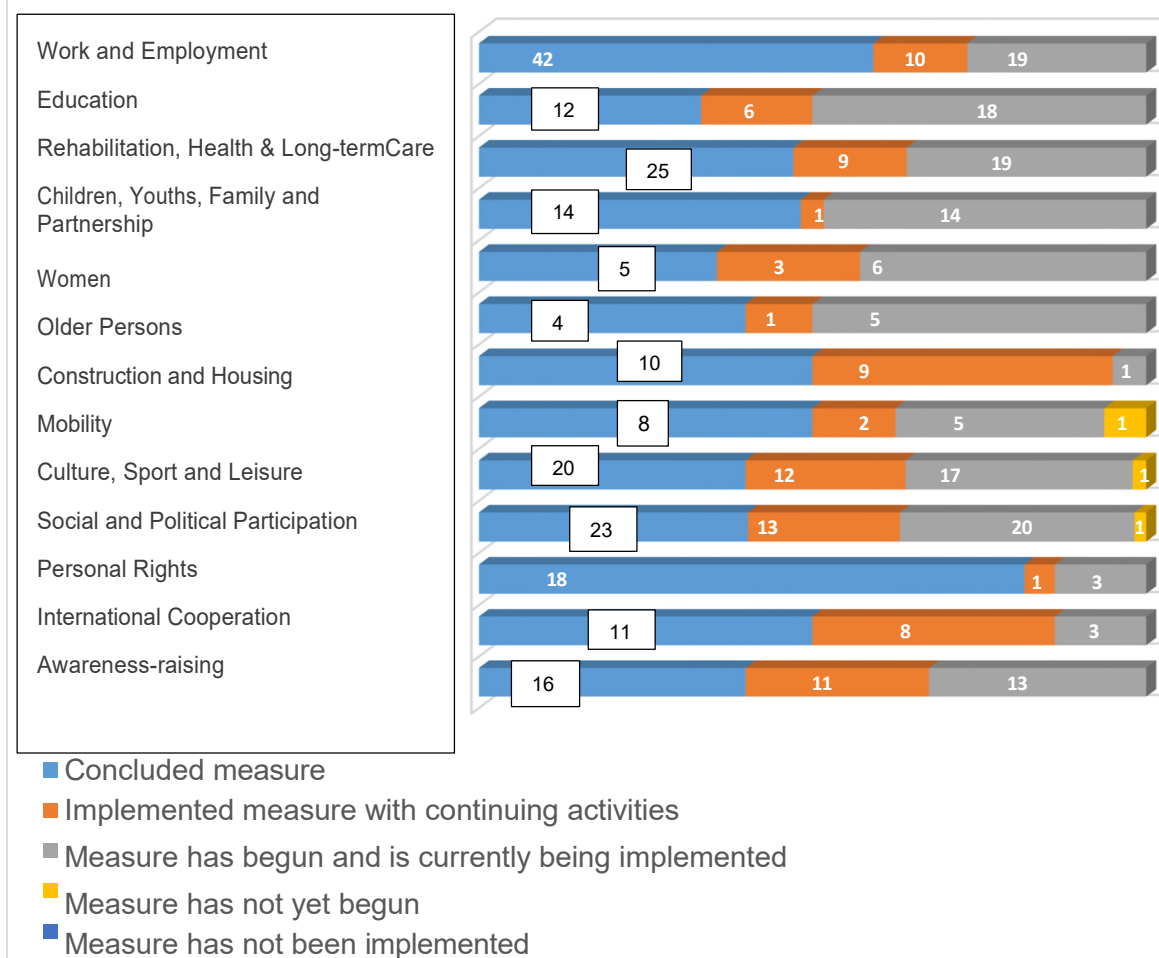


Figure 4: Status of implementation by fields of action

As of 31 March 2023, out of the 440 NAP measures, (47 per cent) 208 measures had already been concluded, 86 measures (19 per cent) had been implemented with continuing activities, 143 (33 per cent) measures had begun and were currently being implemented and 3 measures (1 per cent) had not yet begun.

## 2.2 Participation of persons with disabilities in the measures and evaluation of the measures

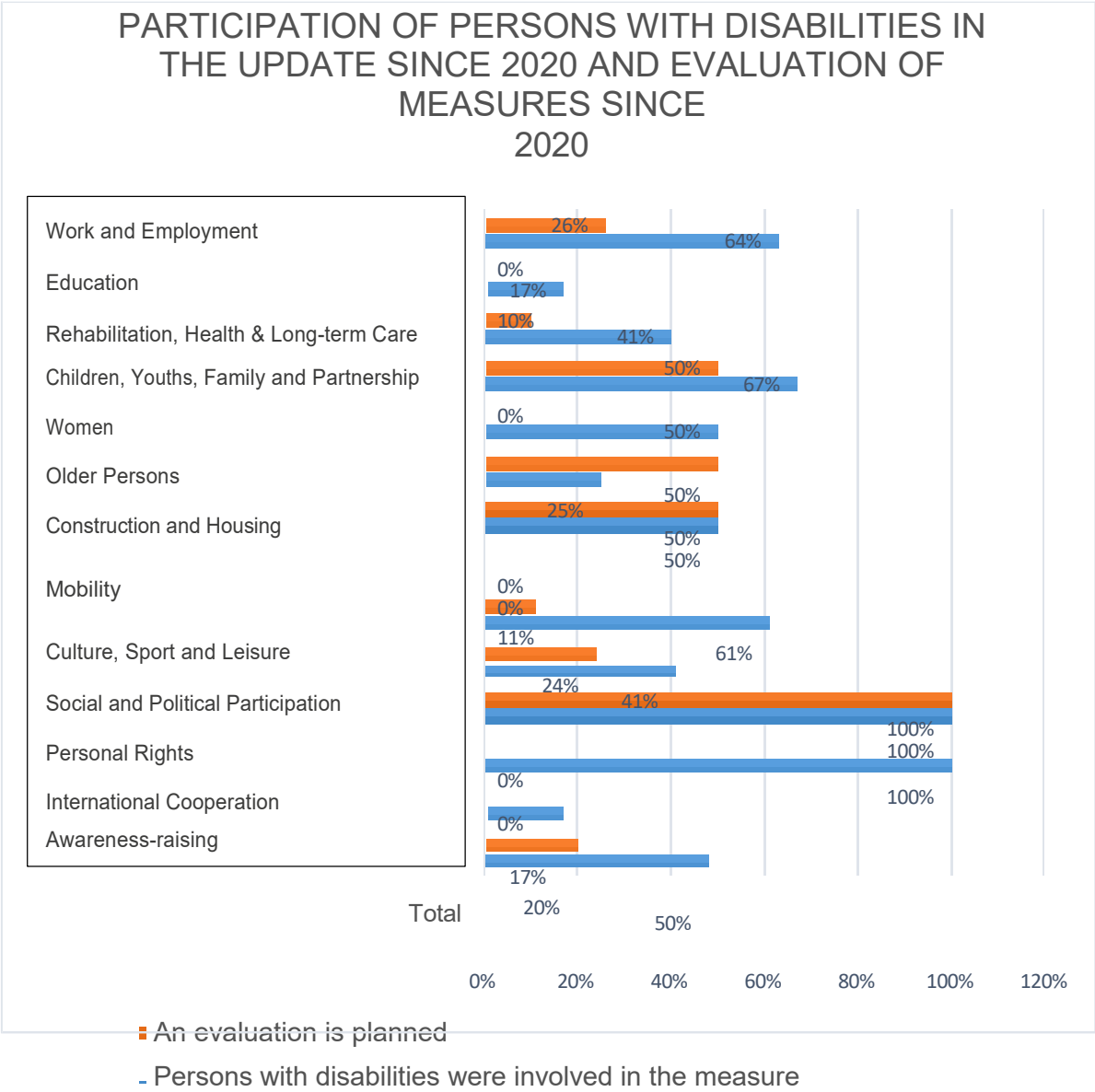


Figure 5: Participation of persons with disabilities in the update since 2020 and evaluation of the measures since 2020

The chart shows that an evaluation is planned for 20 per cent of the measures since 2020. Also, 47 out of the 94 measures (50 per cent) involved persons with disabilities and their associations. In two fields of action, 100 per cent participation was achieved.

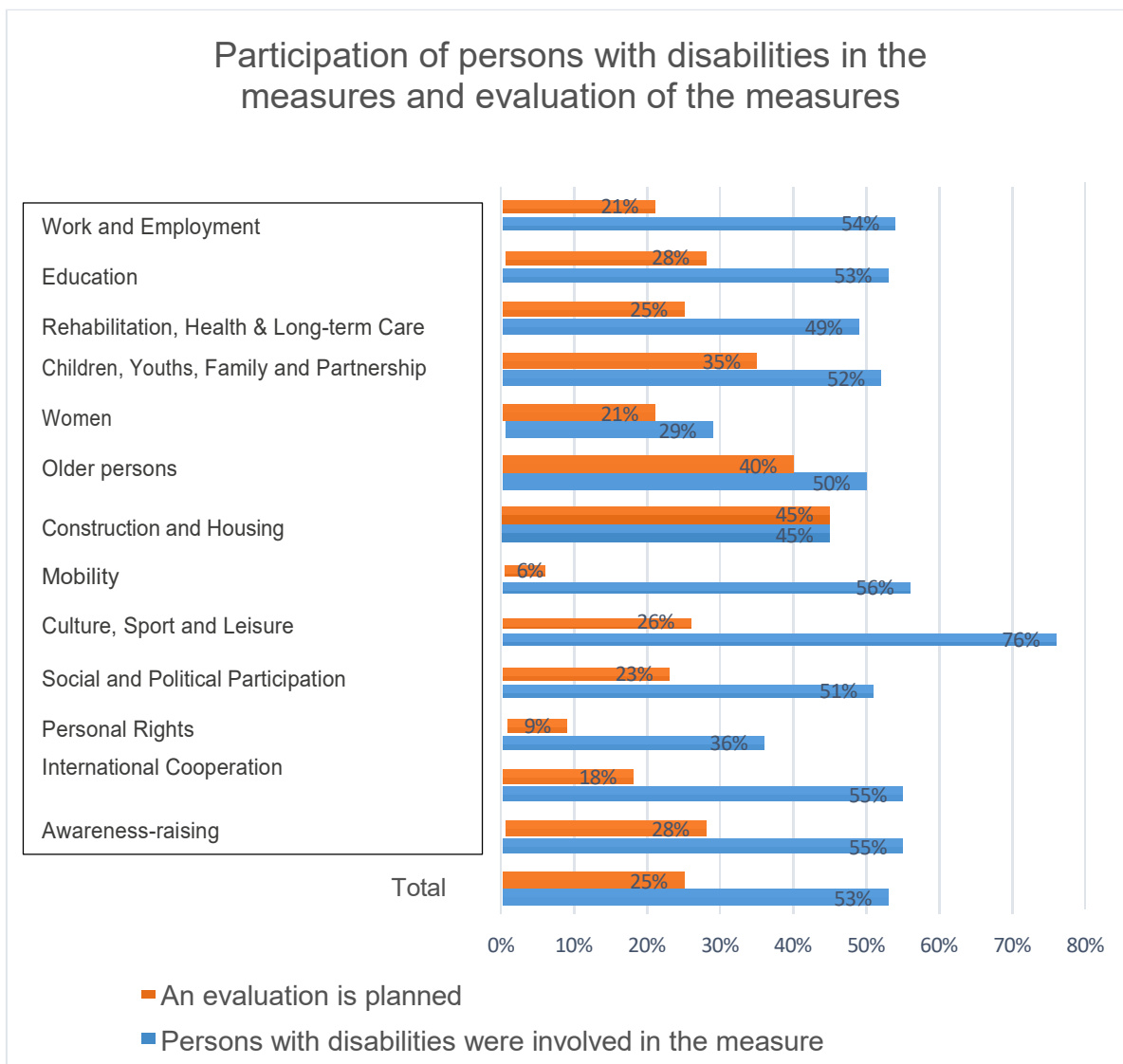


Figure 6: Participation of persons with disabilities in the measures and evaluation of the measures

The chart shows that for the 440 measures from the NAP, an evaluation is planned for 25 per cent. Persons with disabilities and their associations were also involved in 236 measures (54 per cent of all measures). In particular, in the field of action "Culture, Sport and Leisure", persons with disabilities were involved in 76 per cent of the measures.

## 2.3 Evaluation of implementation

The last three years harboured major challenges for Germany. Recent challenges such as the COVID-19 pandemic and the impact of the Russian war of aggression against Ukraine had to be managed. In crisis situations, people with disabilities are a particularly vulnerable group. The 94 new disability policy measures put in place show policymakers have not lost sight of people with disabilities even in these times of crisis. The subjects of the measures are very diverse, ranging from the "Reform of family caregiver leave" and the "Act to Promote an Inclusive Labour Market" to the "Concert for all" project.

The NAP currently includes a total of 440 measures, around 21 per cent of which began after 2020. The new measures are spread across all 13 fields of action and are very diverse in terms of their subject matter. Out of the 94 new measures, 64 per cent have begun, meaning that the actors are still in the process of implementing them. As a result, the catalogue of measures has continuously evolved since 2020 and will continue to grow in the future, too. Like with the NAP 2.0, almost all federal ministries have contributed with various activities, measures and initiatives, thus advancing the implementation and realisation of the UNCRPD.

The fields of action "Older Persons", "Culture, Sport and Leisure" and "Social and Political Participation" have experienced the largest growth.

The four new measures added in the field of action "Older Persons" focus *inter alia* on preventing loneliness and isolation in old age and on access to and the use of digital technologies.

The high number of measures in the field of action "Culture, Sport and Leisure" stands out - especially in light of the prolonged COVID-19 pandemic. The four measures under the heading of "Culture" focus for instance on theatre performances, concerts and opportunities to participate in cultural events. The 14 measures under the heading of "Sport" are very varied, ranging from major sports events such as the "2023 Berlin Special Olympics World Games" to "Teaching materials for inclusive physical education". It is notable that half of the measures have already been concluded or implemented. Some measures were implemented several years ago with activities ongoing.

The 17 new measures in the field of action "Social and Political Participation" reflect the need for accessibility in many areas of public and private life, especially in the digital realm. The measures in this field of action range from the "Bundesinitiative Barrierefreiheit - Deutschland wird barrierefrei" [Federal Accessibility Initiative - Germany is becoming accessible] to

"Training on the creation of accessible PDF documents and features of accessible software".

The priorities of the current electoral term - accessibility and an inclusive labour market - are also clearly visible in the new measures. The subject of accessibility is reflected in many fields of action, especially in "Work and Employment", "Mobility" and "Social and Political Participation".

For the 94 new measures added, the number of planned evaluations equate to 20 per cent.

People with disabilities and their associations have been involved in 48 per cent of the 94 measures since 2020. In the future, it must be ensured to a greater degree that these experts on their own situation are involved in the measures and projects and in the detailed design at an early stage. This allows project weaknesses to be identified and experiences to be shared.

The implementation of the UNCRPD is aimed at all government bodies and civil society. One instrument frequently used to implement inclusion is creating separate action plans, which the Federal Government expressly supports. In the past, a large number of actors have initiated their own action plans to implement the UNCRPD, as a way of contributing to "internal awareness-raising". In the present status report, it is notable that no measures have been initiated in the field of action "Internal Awareness-raising". In the future, it would be desirable - even if the action plans have already been put in place - for the actors to develop further action plans for their remit or to evaluate existing action plans. Regular evaluation of progress and success is necessary to measure target attainment.

In conclusion, it can be stated that the subjects from the 2021 status report "Digitalisation and Inclusion" and "COVID-19 Pandemic" have now become new focal points of the 2023 status report, even though this was not the intention. The pandemic has put access to and use of digital services lastingly in the spotlight. Measures in the area of digitalisation can improve opportunities for persons with disabilities to participate in life in society. Although the present report only includes one specific measure on the topic of COVID-19 ("Making framework conditions accessible during the corona pandemic"), the impacts of the pandemic and the specific design of the measures this has given rise to are still clearly visible.

### 3. Conclusion/Outlook

The second status report again shows that national implementation of the Convention continues to be a high priority for the Federal Government. The ministries and departments have put in place a wide range of measures in recent years, systematically updating the NAP. As such, the UNCRPD and the NAP remain a constant guiding light for policymaking for persons with disabilities.

The "Digital NAP" has stood the test of time, making the implementation of the UNCRPD and its measures constantly available to those interested at [www.gemeinsam-einfach-machen.de](http://www.gemeinsam-einfach-machen.de) and the Federal Government's actions transparent and verifiable.

The federal ministries can use the website to add new measures to the NAP catalogue at any time, which are then published on a daily basis. The NAP Committee is informed about the new measures added and the federal ministries responsible can then provide more detailed information on their measures during committee meetings if committee members so request. As a dynamic disability-policy programme, the NAP needs to continuously evolve and keep pace with the times.

The Federal Accessibility Initiative launched in December 2022 placed new and important emphasis, aiming to coordinate numerous legislative measures and other ministerial activities to improve accessibility.

The federal initiative concentrates on legislative projects and measures in the areas of mobility, housing and construction, health and digitalisation. The idea is furthermore to broadly embed the goal of accessibility in society by means of networking, public relations work and awareness-raising.

The initiative is politically overseen by a committee of state secretaries from the ministries involved. Technical co-ordination takes place at a regular ministerial meeting. The initiative is assisted by an advisory board comprising representatives of persons with disabilities, the *Länder*, municipalities, business and social partners.

On 29 and 30 August 2023, Germany was reviewed at the 29th session of the UN Committee on the Rights of Persons with Disabilities as part of the second constructive dialogue on UNCRPD implementation. During the review, it became clear that Germany has not yet achieved the goal of an inclusive society, but that great strides have been made since the UNCRPD entered into force in Germany in 2009. The committee welcomed the numerous measures that have led to the rights of persons with disabilities being bolstered. Despite the positive development, the UN



committee saw the need for action in the areas of awareness-raising, accessibility in the private sector, legal guardianship, coercive measures and deprivation of liberty, freedom from violence, policy towards refugees with disabilities and deinstitutionalisation in the areas of housing, education and work.

Significant events in disability policy are also on the horizon. On 26 March 2024, 15 years will have passed since the UNCRPD entered into force. Its entry into force in 2009 was an important milestone and a signal that policymaking for persons with disabilities is not just a task for social policymakers, but a cross-cutting issue that encompasses all areas of life and in turn all policy areas. The Federal Ministry of Labour and Social Affairs' (BMAS) annual, flagship event on inclusion and participation - its Inclusion Days - is also being staged in 2024, with the slogan: MOBILITY accessible - self-determined - up-to-date. The Inclusion Days also encompass the presentation of the annual Federal Participation Award. Since 2019, the Federal Participation Award has been awarded to leading examples of successful inclusive design of the social environment. On 2 and 3 April 2025, Berlin will be hosting the third Global Disability Summit (GDS) for the first time.

Germany and Jordan are the hosts together with permanent co-host, the International Disability Alliance. The GDS was initiated in 2017 to shore up implementation of the UNCRPD in terms of development policy and, above all, to support countries in the Global South in implementing their treaty obligations.

## 4. Appendix

### 4.1 Catalogue of measures

This table lists the measures from the NAP 2.0 (blue) and NAP 1.0 (dark blue), measures since 2016 (orange) and measures since 2020 (green).

Given the complexity of the table of measures, this report only lists the new measures since 2020 with descriptions (Annex 1). Descriptions of the measures from the NAP 1.0 and 2.0 are available at [www.gemeinsam-einfach-machen.de](http://www.gemeinsam-einfach-machen.de).

Title	Description	Responsible body	Duration	Status of implementation	Were people with disabilities and their associations involved?	Is an evaluation of the measure planned?
<b>Field of action "Work and Employment"</b> <b>Vocational guidance, training and placement</b>						
"Strengthening inclusion structures at chambers - InKas"	<p>The funding guideline is based on the results of the "Inclusion Initiative", which the Federal Ministry of Labour and Social Affairs (BMAS) implemented between 2011 and 2018 in close cooperation with the <i>Länder</i>. The chambers play a central role in creating and structuring in-company vocational training places for persons with severe disabilities.</p> <p>Funding is provided to develop and implement training courses with the involvement of the Federal Institute for Vocational Education and Training (BiBB) for the targeted deployment of measures to offset disadvantages under Section 65 of the Vocational Training Act (BIBG)/Section 42 of the Crafts Code (HwO) and to obtain the "Additional qualification in rehabilitation education for trainers" (ReZA) for training advisors from chambers.</p>	BMAS	2021 - 2025	Measure has begun and is currently ongoing	No	No
<b>Employment on the general labour market</b>						
BULE+ / Land.Funk "5G Outdoor Work"	<p>The core target group is employees with (planned) outdoor jobs in the Märkischer Kreis district outside of Iserlohn, Lüdenscheid and Menden. The focus is on small and medium-sized enterprises looking to employ jobseekers, persons in precarious employment, persons with specific impairments (unskilled and semi-skilled workers, persons with disabilities) and persons in specific social situations (single parents, refugees, etc.) with the aid of 5G-based support systems. The transfer applications should also demonstrate the integration of persons who could not previously be integrated without the support of 5G-connected work assistance systems (unskilled and semi-skilled workers, migrants, persons with physical or other impairments) into the regional labour market as part of inclusion and services of general interest.</p>	BMEL	01.01.2023 - 31.12.2024	Measure has begun and is currently ongoing	No	No
Funding of the "Diversity in Film" survey	<p>The "Diversity in Film" survey, managed by Citizens for Europe, ran from mid-July to the end of October 2020 and was funded by the Federal Anti-Discrimination Agency (ADS) in the scope of a grant project.</p> <p>General results</p> <ul style="list-style-type: none"> <li>- "Diversity in acting: acting/voice acting is a very diverse department (share of about 30-40% for traditionally underrepresented groups).</li> <li>- Diversity among decision-makers: Departments which decide who gets a job (directing, editing, production, casting) are significantly less diverse.</li> <li>- Clichéd portrayal: very high level of agreement (70-80%) that roles are clichéd.</li> <li>- Experienced discrimination is usually not reported; only 3.5% have submitted a complaint and 1.3% have visited an advice centre.</li> <li>- When discrimination was reported, nothing was done about it in over 50 per cent of cases, and in 20 per cent of cases the harassment occurred again.</li> <li>- Discrimination occurs most frequently during the initiation phase of a project/job (61.55%)</li> <li>- Out of the film workers surveyed, persons with disabilities as well as trans*, inter* and non-binary film workers were the most likely to have worked without pay (59 and 97 days respectively in the last 2 years)."</li> </ul> <p>Results relating to discrimination with a link to disability:</p> <ul style="list-style-type: none"> <li>- "Film workers with disabilities clearly underrepresented in diversity in film, 10% in society, 2.7% in diversity in film</li> <li>- Among people with a disability, four out of five film workers surveyed agreed with the statement that the portrayal of these people is clichéd."</li> </ul>	ADS	2020	Measure has already been concluded	No	No

Act to Promote an Inclusive Labour Market	<p>The Act to Promote an Inclusive Labour Market (Gesetz zur Förderung eines inklusiven Arbeitsmarkts) was passed by the Federal Cabinet on 21 December 2022.</p> <p>The measures from this Act aim to</p> <ul style="list-style-type: none"> <li>• get more people with disabilities into regular work,</li> <li>• keep more people with health impairments in work and</li> <li>• enable more tailored support for people with severe disabilities.</li> </ul> <p>The key contents of the Act are</p> <ul style="list-style-type: none"> <li>- fourth stage of the compensatory levy,</li> <li>- concentrating funds from the compensatory levy on promoting employment on the general labour market,</li> <li>- assumption of approval for eligibility benefits from the integration office,</li> <li>- abolition of the cap on wage subsidies in the labour budget and</li> <li>- reorganisation of the expert advisory board on medical care assessments.</li> </ul>	BMAS	2022	Measure has begun and is currently ongoing	Yes	Yes
Pilot project to develop and implement digital education programmes for severely disabled persons at facilities for persons with disabilities	<p>The aim of the project is to qualify severely disabled persons for the general labour market with the aid of digital training programmes and to aid them to transition from facilities for persons with disabilities. Monitoring has been put in place to oversee and support assistance for severely disabled persons, development and adaptation of the educational structure and generation of access opportunities when implementing these programmes at facilities for persons with disabilities to ensure the qualification process can be highly tailored to the individual needs of the target group. Here, the field of digital educational programmes and processes is systematically covered, implications for the implementation of digital educational processes for severely disabled persons are described and impetus for further development provided through a pilot implementation trial. On the basis of this pilot trial, which will be scientifically overseen, suggestions and impetus for an implementation and qualification concept are to be developed that can be applied nationwide, thus promoting the qualification of severely disabled persons for the general labour market. Qualitative research methods will be used to study the increase in knowledge, the opportunities for self-directed and cooperative learning and the structural framework conditions for the use of digital training programmes and to identify best-practice examples.</p>	BMAS	01.09.2019 - 31.08.2022	Measure has already been concluded	Yes	No
New DGUV Information 215-123 "Inclusion in the workplace"	<p>German Statutory Accident Insurance (DGUV) Information 215-123 "Inclusion in the workplace" is designed to support and encourage employers to employ persons with disabilities or to continue to employ persons with a new disability.</p>	DGUV	2020 - 2023	Measure has begun and is currently ongoing	Yes	No
Easy-to-read Guide to Combat Discrimination During Your Job Search "Equity in Your job Search"	<p>An employer is not allowed to ask you: Are you pregnant? You do not have to answer this question. You are even allowed to lie in this case.</p> <p>An employer is not allowed to say: I don't hire people with dark skin.</p> <p>An employer is not allowed to say: I only hire people without disabilities for an office job.</p> <p>An employer is not allowed to say: I only hire young people.</p>	ADS	concluded	Measure has been implemented and continues to conduct activities on a regular basis	No	No
<b>Sheltered workshops for persons with disabilities</b>						
Good Educational Practice (GuBiP)	<p>The aim of the research project "Good Educational Practice (GuBiP)": Recommendations for action for the methodological design of vocational training at sheltered workshops for persons with disabilities (WfbM) - An applied research project" to bolster the methodological knowledge of professionals.</p>	BMBF	2022 - 2023	Measure has begun and is currently ongoing	Yes	Yes
Ordinance amending the Sheltered Workshop Participation Ordinance and the Medical Care Ordinance	<p>The ordinance contains provisions on the funding of women's representatives at the sheltered workshops for persons with disabilities at federal level and provisions of the Medical Care Ordinance (Versorgungsmedizin-Verordnung), which relate to the presumption rule under Book Fourteen of the Social Code (SGB XIV).</p>	BMAS	2023	Measure has begun and is currently ongoing	Yes	No

Vocational rehabilitation

AccessibleMaps - Accessible maps to improve mobility at work	Improving the spatial mobility of severely disabled persons at work and promoting equal participation in working life and in vocational education and training by developing automated processes for recording the accessibility of buildings.	BMAS	01.09.2019 - 31.08.2022	Measure has already been concluded	Yes	Yes
Establishment of inclusion posts for military personnel too	The establishment of inclusion posts for civilian personnel in the Bundeswehr has proven successful, as the number of personnel leaving the service due to disability has been significantly reduced. To ensure equal treatment, this form of continued employment in a post with an appropriate area of responsibility is now also to be established for military personnel.	BMVg	A provision to this effect is currently being prepared. Entry into force expected by the end of the second quarter of 2023	Measure has begun and is currently ongoing	Yes	No
Gamification and open source for deaf employees - low-threshold software support for modern written language learning (delegs - app4deaf)	The aim of the delegs - app4deaf project is to support deaf employees and unemployed deaf people in learning written language with a sign language-based, contrastive learning method. The idea is to improve the opportunities of this group to participate in the labour market by improving their written language skills as the advance of digitalisation is placing increased written language demands on employees. In reflection of this, the predecessor project "Written language acquisition by deaf people to promote inclusive participation in the labour market" (2014-2017) developed by the BMAS with funding from the National Rehabilitation Fund is to be optimised for normal deaf users. Whilst the predecessor tool was developed for experts and teachers, this project is to ensure low-threshold access for teaching and self-learning by harnessing gamification.	BMAS	01.07.2018 - 31.03.2023	Measure has already been concluded	Yes	Yes
KI-Kompass inklusiv. [Inclusive AI Compass]. Centre of Expertise for AI-Supported Assistance Technologies and Inclusion in the World of Work	The overall aim is to set up a "Centre of Expertise for AI-supported Assistance Technologies and Inclusion in the World of Work" (KI-Kompass inklusiv or Inclusive AI Compass for short). The idea is to set up a regularly updated database for AI-supported assistance technologies for inclusion in the world of work plus an advice and information structure for people with disabilities and for vocational rehabilitation facilities and other service providers plus business partners. Another sub-goal is the participatory trialling and development of sustainable solutions for the use of AI-supported assistance technologies for inclusion in the world of work in practical labs, demonstration and stakeholder formats. The project sponsors are the German Research Centre for Artificial Intelligence, the Federal Association of Vocational Training Centres, the Federal Association of German Vocational Retraining Centres and the Federal Association of Sheltered Workshops for Persons with Disabilities.	BMAS	01.10.2022 - 30.09.2027	Measure has begun and is currently ongoing	Yes	Yes
Making framework conditions accessible during the corona pandemic too	The global Covid-19 pandemic poses challenges on a new scale. The Federal Employment Agency (BA) is guided by the following premises and issues: - protecting the health of customers and employees is a priority. - ensuring customers are granted benefits quickly and in a way that ensures a living. - transferring good solutions and changed customer requirements that arose during crisis mode to the new standard operations aligned with the labour market situation.	BA	04/2020 - 2022	Measure has been implemented and continues to conduct activities on a regular basis	Yes	No
Team Usability – persons with severe disabilities test the usability and accessibility of websites and software as a team	The "Team Usability" project develops two methods that allow disabled people to test the usability and accessibility of sites themselves. This entails forming a test team of people with various disabilities to co-design and evaluate procedures. The project develops procedures for testing websites and software developments by people with severe disabilities. The user experts co-design the test procedures with the programmers at D.I.A.S. GmbH and evaluate them. The results will be published as guides in close cooperation with the associated interest groups.	BMAS	15.05.2018 - 30.11.2023	Measure has begun and is currently ongoing	Yes	Yes



**Raising awareness among employers**

Accessible design of workplaces at companies	Checklist for the field of practice (VBG product, article number 30-07-5349-8)	DGUV	published	Measure has already been concluded	No	No
Protection against discrimination and the promotion of staff diversity at work Implementation status and practice at companies, public administrations and third sector organisations	The study explores the extent to which diversity measures and measures to protect against discrimination are being implemented at companies, public administrations and the third sector around 15 years after the introduction of the General Act on Equal Treatment (AGG) and the founding of the Diversity Charter. Front and centre is the question of how employers and HR managers view the AGG in practice and to what extent protection against discrimination and the promotion of diversity have entered corporate and organisational cultures. Building on a review of the relevant literature and expert interviews, the qualitative study surveyed the management or HR managers of 50 companies, public administrations and organisations in the third sector. Specific recommendations for action were formulated based on the results of the survey.	ADS	2022	Measure has already been concluded	No	No
Measures in the area of digital accessibility	Implementation under the Accessible Information Technology Ordinance 2.0 (BITV 2.0) / EU Directive 2016/2102  Ongoing advisory services to the accident insurance institutions regarding the implementation of legal requirements for digital accessibility. Three full-day information events with presentations on various topics relating to digital accessibility, e.g. easy-to-read language, German sign language, accessibility in social media, accessible events. Master agreements for the production of films in German Sign Language (DGS) and easy-to-read texts under BITV 2.0 including advisory services for the accident insurance institutions	DGUV	ongoing	Measure has been implemented and continues to conduct activities on a regular basis	Yes	No
Participation 4.0: Making digitalisation of the world of work accessible	Volmarstein Centre of Expertise on Accessibility (KBV, formerly the Research Institute for Technology and Disability) and BAG SELBSTHILFE (Federal Association for Self-Help). The project develops, tests and implements awareness-raising, training and support programmes for employees of public authorities at federal, <i>Land</i> and municipal level and for small and medium-sized enterprises. For companies, the project concentrates on awareness-raising and information campaigns. To generate interest in the topic, "Disability Ambassadors" were recruited and trained for the project. These are people with (severe) disabilities who are good at IT and who draw attention to digital barriers in advisory sessions from their own perspective, as "experts on their own situation". The project is planned for four years, running in parallel with the gradual implementation of the EU directive.	BMAS	01.07.2019 - 30.06.2024	Measure has begun and is currently ongoing	Yes	No

**Field of action "Education"**

**Initial and continuing training for educational staff**

School competition fair@school - Schools against discrimination	With the fair@school - Schools against discrimination competition, the Federal Anti-Discrimination Agency and CornelsenVerlag recognise creative and exemplary projects promoting diversity and equity at schools. The competition is open to anyone championing greater diversity and tolerance at a general or vocational school in Germany - from teachers and staff to pupils, social pedagogues and head teachers.	ADS	Competition held annually since 2017	Measure has begun and is currently ongoing	No	No
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**Higher education**

Adapting the legal framework in the higher education sector	The <i>Länder</i> , together with higher education institutions and student services organisations, are addressing the task of removing barriers and ensuring equal participation in higher education. Based on the UN Convention on the Rights of Persons with Disabilities (UNCRPD), regulations and special provisions have been enshrined in state laws in all <i>Länder</i> to meet the needs of students with disabilities or chronic illnesses and to ensure that they are not at a disadvantage when studying. The Higher Education Acts of the majority of <i>Länder</i> also require higher education institutions to provide or appoint officers for students with disabilities or chronic illnesses or diversity officers.	<i>Länder</i>	indefinite	Measure has begun and is currently ongoing	No	No
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**Vocational training research and participation research**

Supportive diagnostic testing in inclusive education	The objective of the funding directive "Supportive diagnostic testing in inclusive education" (InkBi 2), which is part of the Framework Programme for Empirical Educational Research, is the (further) development of supportive diagnostic testing integrated into everyday life and its framework conditions to improve the conditions for inclusive education for children, young people and adults across different areas of education and when transitioning between different stages of education. Here, the spotlight is above all on individual support (taking into account people's varied starting points in life) for all learners as well as monitoring learning progress through diagnostics and diagnosis-based support. At the same time, the aim is to identify conditions for success, and (further) develop diagnostic procedures and instruments as well as the corresponding implementation processes and models of multi-professional and cross-institutional cooperation.	BMBF	2021 - 2026	Measure has begun and is currently ongoing	Yes	No
Collecting examples of good practice against discrimination at general and vocational schools	In the scope of the study, various practical approaches towards preventive and interventive measures at general and vocational schools throughout Germany will be collected, collated and processed so that school and non-school actors can find application-oriented examples that they can practice themselves. In the research phase, specific measures that have been tested in practice (with intersectional and horizontal approaches) will be collected. The schools that have already won the ADS's fair@school competition will also be analysed and evaluated in greater depth. Around 30 examples from the field of practice will then be selected from this initial collection and further analysed. The selection will be based on quality criteria and the widest possible range of school types and approaches. People with disabilities are at risk of discrimination at educational institutions, for instance as a result of a lack of accessibility and reasonable accommodation.	ADS	2022 - 2023	Measure has begun and is currently ongoing	No	No
<b>Participation in education</b>						
Implementation of the Digital Pact for Schools 2019 - 2024	The implementation of the "Education in the Digital World" strategy adopted by the Standing Conference of the Ministers of Education and Cultural Affairs of the <i>Länder</i> (KMK) is being shored up by extensive investments in digital education infrastructure. In the scope of the Digital Pact for Schools 2019 - 2024, several cross- <i>Länder</i> investment measures are being implemented which aim to reduce inequalities and barriers. For instance, the "inclusive digital" project is dedicated to the challenge formulated by the KMK of cross-phase teacher training for digital, inclusive schools. Other measures promote trials of adaptive learning settings to better incorporate the individual requirements of each learner into lessons.	KMK	indefinite	Measure has begun and is currently ongoing	No	No
<b>Integration through vocational training</b>						
Recommendation of the Standing Conference of the Ministers of Education and Cultural Affairs on individual support at vocational schools	In its resolution "Vocational Schools 4.0 - Further developing the innovation and integration potential of vocational schools in Germany in the coming decade" of 7 December 2017, the Standing Conference of the Ministers of Education and Cultural Affairs of the <i>Länder</i> stressed the importance of vocational education and training in terms of the social integration of broad target groups. In light of the increasing heterogeneity of groups of learners on vocational education and training programmes, concepts for individual support are becoming increasingly important to achieving the desired educational goals and qualifications. The recommendation describes factors that are important to success for the areas of instruction, staffing and organisational development when designing framework conditions to enable young people to act responsibly and participate in a self-determined way in a globalised and transforming living and working environment, taking into account their individual situations.	KMK, <i>Länder</i>	indefinite	Measure has begun and is currently ongoing	No	No

**Field of action "Rehabilitation, Health and Long-term Care"**

**Rehabilitation**

<p>Complementary Independent Participation Counselling (EUTB®)</p>	<p>Following the end of its temporary funding as a pilot project, since 1 January 2023 the long-term continuation of EUTB® has been ensured in the form of grant funding on the basis of the resolution passed in the Coalition Agreement for the 19th electoral term. The legal framework for this is the Ordinance on the Continuation of Complementary Independent Participation Counselling (EUTBV), which entered into force on 1 January 2022. The EUTBV has already adopted and implemented initial findings on concept, structure and process quality from the evaluation of EUTB®. For instance, the extended annual funding framework of 65 million euros available since 2023 has enabled improvements in providing basic infrastructure for counselling services and the funding of interpreting services and public relations work.</p> <p>The Federal Ministry of Labour and Social Affairs (BMAS) is funding staffing and material expenses for 610 full-time equivalents nationwide from 2023 until 31 December 2029 on the basis of the EUTBV. Further information is available at <a href="http://www.teilhabeberatung.de">www.teilhabeberatung.de</a>.</p>	<p>BMAS</p>	<p>2023 - 2029</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>REHADAT</p>	<p>Over the past decades, the REHADAT information system has developed into a central digital knowledge platform. REHADAT now offers the most extensive and up-to-date collection of information and data on the subject of vocational participation of persons with disabilities. REHADAT is to be further developed as an independent and central awareness-raising and information measure with cutting-edge information and communication tools. The objective is to support the inclusion of severely disabled people in the labour market with the information collected and processed for the field of practice. The knowledge about opportunities and ways to design and organise vocational participation should be freely accessible to severely disabled persons and all those involved in the inclusion process and take into account the specific information needs in each case.</p> <p>All the information and materials will be made fully available in updated form on a digital information platform <a href="http://www.rehadat.de">www.rehadat.de</a>. The databases and portals will be further developed for mobile applications and AI-based search assistants will help users to navigate the information on offer. To better reach different actors, formats for knowledge transfer and awareness-raising will be developed and disseminated building on the digital information. These include publications, seminars, apps and social media channels. Over the course of the project, people with disabilities and the occupational groups engaged in the inclusion process will be involved. Surveys, workshops, network activities and usability tests are planned to this end. Ensuring accessibility in all REHADAT services is a key part of the project.</p> <p>The project is funded by the Federal Ministry of Labour and Social Affairs with resources from the National Rehabilitation Fund for cross-regional projects promoting the participation of severely disabled people in working life.</p>	<p>BMAS</p>	<p>2021 - 2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>



**Health**

<p>Contact and complaint mechanisms for people experiencing discrimination in the healthcare system</p>	<p>The research project investigates contact and complaints mechanisms for patients experiencing discrimination. To date, however, little is known about whether and what kinds of enquiries and complaints relating to discrimination are received by the contact points of the healthcare system, how they act in such cases and what options they have for remedying the situation or supporting those impacted.</p> <p>There are four project modules to develop the questions to be investigated:</p> <ol style="list-style-type: none"> <li>1. systematic, Germany-wide stock-take of contact points and complaints offices in the healthcare system,</li> <li>2. survey of offices on the services offered in the event of experiences of discrimination,</li> <li>3. surveys of persons who have experienced discrimination on complaints mechanisms in the healthcare system,</li> <li>4. preparing case studies on counselling and complaints processes and their outcomes in the case of complaints based on experiences of discrimination using selected central contact points and complaints offices in the healthcare system.</li> </ol> <p>The findings from the project modules will be used to determine how to ensure that people experiencing discrimination in the healthcare system can use low-threshold, high-quality advice and complaints mechanisms.</p>	<p>ADS</p>	<p>2022 - 2023</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>
<p>Evaluation of provisions allowing persons with disabilities to be accompanied by a companion in hospital</p>	<p>In some cases, as a result of their disability, persons with disabilities must be accompanied by trusted caregivers to ensure hospital treatment is carried out. The legal regulations to this effect were adopted in Book 5 of the Social Code (SGB V) and Book 9 of the Social Code (SGB IX) in summer 2021. If the disabled person is accompanied by someone from their family or closest circle, statutory health insurance will cover the loss of earnings of that companion in the form of sickness benefits. If a trusted employee from an integration assistance provider who already looks after the person with disabilities in day-to-day life is the person accompanying them, the costs are covered by the providers of the integration assistance services.</p> <p>With the consent of the <i>Länder</i>, the Federal Ministry of Labour and Social Affairs (BMAS) and the Federal Ministry of Health (BMG) will evaluate the impact, including the financial impact, of the relevant provisions in Section 44b SGB V and Section 113 (6) SGB IX on the accompaniment of persons with disabilities in hospital. Special focus will be on the practicability of the provisions for those involved and the financial impact on the respective benefit systems. It will also be investigated whether there are any gaps in terms of the group of people covered. The BMAS and BMG will commission a joint study on this, the results of which will be published by 31 December 2025.</p>	<p>BMAS</p>	<p>By the end of 2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>Funding guideline to strengthen research in geriatrics and gerontology</p>	<p>In the scope of the funding priority "Strengthening research in geriatrics and gerontology" funding is provided <i>inter alia</i> for the project "DECIDE - Decision-making places for people with Alzheimer's dementia: Decision-making assistance for advance directives through person-environment adaptation".</p>	<p>BMBF</p>	<p>2021 - 2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>Funding guideline to establish model registers for health services research</p>	<p>In the scope of the funding priority "Model registers for health services research", funding is provided <i>inter alia</i> for the project "ParaReg – Setting up a web-based register for the lifelong monitoring of people who are paraplegic".</p>	<p>BMBF</p>	<p>2019 - 2023</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>

**Care**

"Pausentaste" [Press Pause] project	The "Pausentaste" project is aimed at care-giving children and young people, multipliers, parents and the general public and, since the last funding period, also at student and trainee caregivers. There are approximately 500,000 children and young people in Germany looking after sick relatives and relatives requiring long-term care (including relatives with mental and chronic illnesses, addictions or disabilities). The project includes the website www.pausentaste.de as well as telephone counselling and online counselling (e-mail counselling and by-appointment chat) from the children's and young people's helpline provided by "Nummer gegen Kummer e.V.". The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) has also put in place a nationwide network to support children and young people with care responsibilities, which currently has 130 members. Every year, a symposium and a network meeting are held on the priorities of the respective funding period.	BMFSFJ	ongoing	Measure has been implemented and continues to conduct activities on a regular basis	No	No
Reform of family caregiver leave	The 2021-2025 Coalition Agreement sets forth the further development of the Caregiver Leave and Family Caregiver Leave Acts. Relatives and loved ones providing care are to be given greater control over their time, including through a wage replacement benefit in the event of time away from work to provide care. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is working intensively to prepare a fundamental reform of family caregiver leave.	BMFSFJ	ongoing	Measure has begun and is currently ongoing	No	Yes
Collaborative project: Maintaining outpatient long-term care infrastructures in crisis situations - organisational concepts to increase resilience (AUPIK)	The AUPIK project analyses the processes of providing care to people requiring long-term care in relation to crises and disasters. In parallel, legal provisions, organisational structures and requisite skills in long-term care and disaster management will be explored. On this basis, interfaces will be identified and organisational measures for collaboration in the event of a disaster will be developed. In the extreme case that home care cannot be maintained in an emergency situation, the project partners will prepare a plan to set up short-term central care points.	BMBF	2020 - 2023	Measure has begun and is currently ongoing	Yes	No
Collaborative project: Effective prosecution of long-term care fraud using automated image processing (PflegeForensik)	The "PflegeForensik" project will develop an intelligent support system for automated recognition, recording and evaluation of data to investigate suspected cases of long-term care fraud by the investigating authorities. Innovative processes will be used to digitise handwritten and tabular entries in benefits records, tour and duty rosters. Special algorithms will enable automated comparison of the documents and help to detect anomalies in the accounts. In the scope of the project the law enforcement authorities will test the system using specific cases.	BMBF	2021 - 2023	Measure has begun and is still ongoing	No	No

**Field of action "Children, Youths, Family and Partnership"**

**Children and youths**

Nationwide survey on the situation of children and young people in hospice and palliative care (FamPalliNeeds)	In Germany, approximately 50,000 children and young people live with a life-shortening illness, including a large but unspecified number of children and young people with complex disabilities associated with a reduced life expectancy. The needs of families with a child with a life-shortening illness or who has already died are what guide all support and counselling services in child and youth hospice work. The objective of the measure is a differentiated assessment of the needs of children/young people and the relatives caring for them in terms of supporting, counselling and assisting them. Based on these insights, the needs structure and existing services in the care and support system will then be compared.	BMFSFJ	2020 - 2023	Measure has begun and is still ongoing	Yes	Yes
Inclusion in international youth work - project funding from bezev	Project by the organisation "Behinderung und Entwicklungszusammenarbeit e. V." (bezev) for nationwide advice services for young people with disabilities on participating in international projects and training for programme organisations.	BMFSFJ	04/2022 - end 2023	Measure has begun and is still ongoing	No	No

<p>NAP "New Opportunities for Children in Germany"</p>	<p>Through the National Action Plan "New Opportunities for Children in Germany", Germany is implementing the EU Council Recommendation on the introduction of a European Child Guarantee, whereby children at risk of poverty and exclusion are to be guaranteed access to education, care, healthcare, adequate housing and healthy nutrition by 2030. Under Article 7 of the Council Recommendation, Member States are recommended to "adapt facilities and educational materials of early childhood education and care and educational establishments and provide the most appropriate response to the specific needs of children with special educational needs and of children with disabilities, using inclusive teaching and learning methods; for this purpose ensure that qualified teachers and other professionals are available, such as psychologists, speech therapists, rehabilitators, social workers or teaching assistants." Under Article 8, Member States are recommended to "provide targeted rehabilitation and habilitation services for children with disabilities." Under Article 10, Member States are recommended to take housing policy measures to "further improve accessibility for children with disabilities".</p>	<p>BMFSFJ</p>	<p>from 2023</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>Yes</p>
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National Inclusion & Diversity Strategy to implement the EU Erasmus+ Youth and European Solidarity Corps youth programmes	National strategy to achieve the inclusion objectives of the Erasmus+ Youth and European Solidarity Corps programmes.	BMFSFJ	2023 - 2027	Measure has begun and is currently ongoing	Yes	Yes
Reform of the Adoption Placement Act	Section 9 of the Adoption Placement Act (AdVermiG) was reformed and sets forth provisions governing the right of adoptive parents to counselling and assistance from an adoption agency, especially after the adoption as well. This was introduced against the backdrop of adopted children often having an increased need for care due to past negative experiences such as abuse, emotional neglect or alcohol and drug use during pregnancy. The reformed AdVermiG entered into force on 01.4.2021	BMFSFJ	01.10.2017 - 01.04.2021	Measure has already been concluded	No	No
Strengthening structures and promoting self-help in child and youth hospice work	The project, comprising several modules, is designed to improve support for families with children/young people with life-shortening illnesses. Medical advances and demographic developments mean they now have a longer life expectancy, increasingly want to live independently in suitable forms of accommodation and receive support in cases of discrimination in connection with an illness. Free digital events are intended to enable a direct exchange between professionals and affected families concentrating on discrimination / unjustified unequal treatment due to illness (= ableism), issues in the context of a child reaching adulthood (= transition) and a discourse on "decisions of siblings" for employees engaged in child and youth hospice work of all providers. The project strengthens affected families in helping themselves by including them in the structures and tasks of nationwide child and youth hospice work. The results and analyses of the events will be incorporated into the production of a free digital brochure about "ableism". At the end of the project, a digital symposium on this topic will be held for full-time staff of all nationwide providers. A relaunch of the German Children's Hospice Association's website is also planned to make the findings more easily accessible nationwide.	BMFSFJ	2022 - 2023	Measure has begun and is currently ongoing	Yes	No

**Field of action "Women"**

**Protection from violence**

Specialist event and recommendations for action to protect women from violence	On 10 December 2021, together with the German Institute for Human Rights, the Federal Government Commissioner for Matters relating to Persons with Disabilities held a specialist event on the topic of "How can protection from violence at integration assistance residential facilities be improved?". Following this, on 16 May 2022, joint recommendations for action for policymakers and the field of practice were presented on the subject of "Protection from violence at facilities for persons with disabilities".  The recommendations for action are aimed specifically at different actors in the fields of policymaking and practice who have a responsibility to ensure protection from violence: from the Federal Government and governments of the <i>Länder</i> to the social assistance agencies that fund services for persons with disabilities, to the help services for disabled persons and their specialist staff. But the supervisory, law enforcement and judicial authorities are also called upon.  In Germany, there are currently around 200,000 adults with disabilities living in residential facilities. Around 330,000 people are employed in sheltered workshops.	Commissioner for Matters relating to Persons with Disabilities	10.12.2021 and 16.05.2022	Measure has already been concluded	No	No
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<p>Study on "Violence against people with disabilities accommodated in facilities"</p>	<p>The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the Federal Ministry of Labour and Social Affairs (BMAS) have jointly commissioned a new study on "Violence against women and men with disabilities accommodated in facilities", in which persons with cognitive and mental disabilities in particular, but also deaf persons who are accommodated in facilities, will be asked about their experiences of violence.</p> <p>For the target group of women with disabilities who are accommodated in facilities, the study is a repeat study by the BMFSFJ. The original study and the special analyses on the situation of women in facilities were published between 2011 and 2014.</p> <p>The objective of the current gender comparison survey is to examine specific needs for action to further develop the existing help system within the framework of constitutional responsibilities and available funding based on examples of good practice.</p> <p>The final report is expected to be published in 2024, together with handouts for facilities, for instance on the subject of "Preventing violence against deaf women and men. What can be done?"</p>	<p>BMAS, BMFSFJ</p>	<p>2021 - 2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
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**Field of action "Older Persons"**

**Inclusive social structures for older persons**

DigitalPakt Alter [Digital Pact on Age]	The DigitalPakt Alter was launched in 2021 by the Federal Ministry for Senior Citizens and the Federal Association of Senior Citizens' Organisations (BAGSO). The initiative follows the recommendations from the 8 <sup>th</sup> Ageing Report published by the Federal Government. The project aims to enable older people to access and use digital technology, thereby bolstering their participation in society and combatting social inequalities. To achieve this, older people are supported in acquiring digital skills through the funding of a further 150 Erfahrungsorte [experience locations] across Germany by the end of the project period, in addition to the 150 Erfahrungsorte established so far, and by providing support in advising older people in the form of training measures. In addition to this, four priorities from the 8th Ageing Report will be tackled with the aim of being able to better include the needs of older people in digital development steps in the future using guidelines and recommendations for action. The partner network as a whole is to be strengthened further.	BMFSFJ	2023 - 2025	Measure has begun and is currently ongoing	No	No
ESF Plus programme "Strengthening the participation of older people – countering loneliness and social isolation"	The ESF Plus programme "Strengthening the participation of older persons – countering loneliness and social isolation" boasting more than 70 projects is primarily aimed at older employees aged 60 and over who are retiring from working life. Socially innovative programmes are being funded to expand services for lonely older people and also to strengthen their financial security in old age. Setting up and developing regional co-operation and networking structures for greater participation opportunities is central to this.	BMFSFJ	2022 - 2027	Measure has begun and is currently ongoing	No	Yes
ESF programme "Strengthening the participation of older people - ways out of loneliness and social isolation in old age"	The ESF programme "Strengthening the participation of older people - ways out of loneliness and social isolation in old age" funded 29 pilot projects. The objective was not only to prevent loneliness, but also to strengthen financial security in old age.	BMFSFJ	2020 - 2022	Measure has already been concluded	No	No
Pilot project "Miteinander – Füreinander: Kontakt und Gemeinschaft im Alter" [Together for each other: contact and community in old age] by Malteser Hilfsdienst e.V.	The Malteser Hilfsdienst's "Miteinander – Füreinander: Kontakt und Gemeinschaft im Alter" project reaches senior citizens, especially the very elderly, at around 110 locations. It provides services such as visiting, assistance, telephone and shopping services.	BMFSFJ	2020 - 2024	Measure has begun and is currently ongoing	Yes	Yes

**Field of action "Construction and Housing"**

**Construction and housing**

Alliance for Affordable Housing	<p>Implementation of measures from topic area 5.III: "Promoting affordable and accessible housing"</p> <p>In 2022, the Alliance for Affordable Housing compiled an extensive catalogue of measures for a "construction, investment and innovation campaign", which is to be implemented step by step. The resolutions also emphasised the funding of investments in needs-based, accessible and affordable housing as part of aid for social housing and developed a reporting system based on a standardised definition to be agreed for the annual documentation of subsidised accessible housing (cf. individual measure "government aid for social housing" by the BMWSB).</p> <p>In addition to this, the extension and conversion of public federal buildings is being intensified to make access barrier-free (see individual measure "extension and conversion of public federal buildings" by the BMWSB).</p>	BMWBS	since 2022	Measure has begun and is currently ongoing	Yes	Yes
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**Inclusive social environments**

What can be done to combat discrimination in the award, letting and management of housing? Examples of good practice	As part of the study, examples of good practice in the award, letting and management of housing (including the development and implementation of inclusive housing projects) were sought throughout Germany in 2021/2022. Out of the 58 measures identified, 24 were analysed in depth. The range of examples and approaches listed is broad: How can the marketing and award of housing be organised in a non-discriminatory way? How can communication with (potential) tenants be made low-threshold? How can disadvantaged groups gain easier access to housing? How can knowledge transfer, awareness-raising, networking and dialogue be used to encourage people to engage with the topic? There are also examples of how companies react to complaints of discrimination and how civil society actors can provide support and assistance to those affected by discrimination.	ADS	10/2021 until 05/2022	Measure has been implemented and continues to conduct activities on a regular basis	No	No
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**Field of action "Mobility"**

<p>Fourth accessibility programme of Deutsche Bahn AG [German Rail]</p>	<p>The accessibility programmes, each spanning five years, form the basis for future work on equal participation of persons with disabilities in the services offered by the DB Group. The measures planned in these programmes are a voluntary commitment by the DB Group and set out important milestones towards the future vision of accessible travel. They are part of a change process taking special account of the specific needs of persons with disabilities within the scope of legal requirements and in collaboration with interest groups.</p> <p>DB's fourth accessibility programme was published in May 2021. It highlights the accessibility improvements planned for the ICE 3neo in the context of DB Fernverkehr AG's modernisation programmes (the vehicle-based boarding device was completely redeveloped in cooperation with the wheelchair users of the programme's working group) for instance, and <i>inter alia</i> gives an outlook on the procurement project for a new generation of high-speed trains (working title HGV 3.0 [High Speed Line 3.0]) with the clear intention by DB being to bring about a level-access solution that wheelchair users can use autonomously for the standard platform height of 76 cm.</p>	<p>BMDV</p>	<p>2020 - 2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>
<p>Urban Accessibility and Connectivity (ENUAC)</p>	<p>The European funding measure ENUAC has the objective of establishing safe, accessible and affordable transport systems for all and puts the spotlight on the needs of disadvantaged sections of the population such as people with disabilities. In concrete terms, the aim is to improve the accessibility and interconnectedness of urban mobility services. Projects with German participation are researching <i>inter alia</i> the accessible linking of different modes of transport by means of mobility hubs and inclusive and pedestrian-friendly urban planning which benefits vulnerable groups such as the hearing impaired.</p>	<p>All ministries</p>	<p>2021 - 2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>

**Field of action "Culture, Sport and Leisure"**

**Culture**

<p>Konzert für alle [Concert for all]</p>	<p>In this programme, the Rundfunk-Sinfonie-Orchester Berlin (RSB) wants to design offerings and embed them lastingly in the orchestra's organisational structure to enable participation by people with disabilities. The core target group is to consist of both deaf people and people with cognitive disabilities. Over the course of the project, methods and concepts will be tested in close cooperation with associations and people affected and their relatives, pilot events will be organised and finally new, inclusive formats created that meet the needs of the target group whilst still being open to all interested attendees.</p>	<p>BKM</p>	<p>2021 - 2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>Nie wieder Krieg – Ein Sportstück [War never again - A sports play]</p>	<p>The project will take place within the cultural framework of the 2023 Berlin Special Olympics World Games (SOWG). The SOWG is the largest sports movement in the world for people with intellectual disabilities and multiple disabilities. The aim of the Special Olympics as an inclusion movement is to help people with intellectual disabilities to gain greater recognition, self-confidence and ultimately greater participation in society through sport. The SOWG will be held in Germany (Berlin) for the first time in summer 2023. They will offer unforgettable experiences and provide impetus for inclusion in and through sport. The RambaZamba Theatre project will be developed especially for the SOWG and will premiere in Berlin during the SOWG as part of the cultural fringe programme for the national and international guests. Inclusive initiatives will also benefit from the publicity generated by these major events. The fringe programme will make actors who are already working on inclusion and disability visible. The project harnesses this stage.</p>	<p>BKM</p>	<p>2023</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>Creating participation - new inclusive educational programmes at the Berlin-Hohenschönhausen Memorial Foundation</p>	<p>A new methodical and inclusive educational concept using mobile tactile models will allow seminars to be held at the memorial, in schools for the blind and at associations for persons with visual impairments and blind young people and adults.</p>	<p>BKM</p>	<p>2023 - 2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>

<p>Zugängliches Theater [Accessible Theatre]</p>	<p>This project by the Münchner Kammerspiele theatre funded by the Federal Government Commissioner for Culture and the Media (BKM) has the objective of ensuring that people with disabilities are no longer face obstacles to producing, curating and experiencing theatre. It is designed as a pilot project to establish an inclusive local theatre that will be continuously evaluated and transferred to permanent structures and processes. Here, the Münchner Kammerspiele theatre is shifting the focus of cultural participation beyond accessibility of the theatre programme to people with disabilities actively shaping theatre life. Detailed documentation will make it possible to transfer this concept to other institutions.</p>	<p>BKM</p>	<p>2021 - 2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>
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*Sport*

Blended Learning	The Blended Learning project by the National Paralympic Committee Germany (Deutscher Behindertensportverband e.V.) aims to make the training block to obtain an instructor or trainer licence at the National Paralympic Committee Germany, which in the past has been based largely on in-person instruction, fit for the future by incorporating digital learning content. People with disabilities will benefit from the shift from theoretical learning content to e-learning, making it easier for them to participate in a professional training course and giving them the opportunity to engage in voluntary, part-time or full-time work with the licences obtained. Against the backdrop of the coronavirus pandemic in particular, this project is seminal.	BMAS	from 01.02.2020 - 30.06.2024	Measure has begun and is currently ongoing	No	No
Effects of tertiary preventive strength training under the Kieser Training Concept on back pain after completion of outpatient or inpatient treatment (PREBACK study)	The research project "Effects of tertiary preventive strength training under the Kieser Training Concept on back pain after completion of outpatient or inpatient medical treatment (PREBACK study)" at the Deutsche Hochschule für Prävention und Gesundheitsmanagement [German University for Prevention and Health Management] in Saarbrücken had the aim of evaluating tertiary preventive strength training following outpatient or inpatient medical treatment for people with chronic or non-specific back pain. The target group was adults who have a disability or are at risk of disability from chronic back pain.	BMAS	01.09.2017 to 31.08.2020	Measure has already been concluded	No	No
Film "GOLD- Du kannst mehr als du denkst" [GOLD - You can do more than you think]	Premiere 2013 Even after 10 years, showings in schools, followed by swimming training with Kirsten Bruhn	DGUV	since 2013	Measure has been implemented and continues to conduct activities on a regular basis	Yes	No
Funding of recreational sports for people with intellectual and multiple disabilities	The Federal Ministry of Labour and Social Affairs is providing funding to Special Olympics Deutschland e.V. to considerably improve previously largely limited opportunities to participate in sport for people with what are termed intellectual and multiple disabilities. Special Olympics Deutschland e.V. is an important partner in promoting sport for people with disabilities - especially those with intellectual and multiple disabilities - as part of inclusion and to implement the UN Convention on the Rights of Persons with Disabilities.	BMAS	ongoing	Measure has begun and is currently ongoing	No	No
GPMA - German Paralympics Media Award	The German Paralympic Media Award has been awarded by the German Social Accident Insurance (DGUV) since 1999. The award recognises outstanding reports and analyses as well as interviews and other journalistic forms of reporting on sport by people with disabilities. The DGUV awards the German Paralympic Media Award (GPMA) to journalistic articles about rehabilitation and parasports. It is the largest and most important German award in its category.  <a href="https://www.dguv.de/rehasport/projekte/gpma/index.jsp">https://www.dguv.de/rehasport/projekte/gpma/index.jsp</a>	DGUV	since 1999	Measure has been implemented and continues to conduct activities on a regular basis	Yes	No
IDM Paraswimming	International German Paraswimming Championships, DGUV supports the annual event	DGUV	annual	Measure has not yet begun	No	No
Index for Inclusion in and through Sport	The Federal Ministry of Labour and Social Affairs has funded the "Index for Inclusion in and through Sport" Guide produced by the National Paralympic Committee Germany. This supports the development and expansion of an inclusive sports landscape at local level. The index is aimed at all actors from sports associations and clubs who want to make their cultures, structures and practices inclusive and harness their opportunities for an inclusive future. The index is available at the following link: <a href="https://www.dbs-npc.de/sport-index-fuer-inklusion.html">https://www.dbs-npc.de/sport-index-fuer-inklusion.html</a>	BMAS	concluded	Measure has already been concluded	No	No
Campaign "Dein Start. Unser Ziel" [Your start. Our finish line.]	Series of adverts to motivate more people with disabilities to participate in sport. In cooperation with the organisations behind the DGUV, DBS and DRS.  <a href="https://www.dguv.de/rehasport/sport_rehabilitation/deinstart-unserziel/index.jsp">https://www.dguv.de/rehasport/sport_rehabilitation/deinstart-unserziel/index.jsp</a>  Also on social media (facebook and Instagram)	DGUV	since 2022	Measure has been implemented and continues to conduct activities on a regular basis	Yes	No

<p>Kompetent und vernetzt: Eventinklusionsmanager*innen im Sport [Competent and Networked: Event Inclusion Managers in Sport]</p>	<p>The project Kompetent und vernetzt: Eventinklusionsmanager*innen im Sport by the German Olympic Sports Confederation (DOSB) is designed to further expand non-profit sport as a labour market for persons with disabilities and to lastingly increase the share of full-time employees with severe disabilities at sports associations and in sports event management. As experts on living with disabilities themselves, the event inclusion managers in sport can help to develop accessibility for specific target groups and promote the implementation of inclusion at events in a visible and practice-oriented way. This should lead to more inclusive events being initiated in the field of sports. A total of 24 people with severe disabilities will be given jobs at sports organisations for two years and 30 hours per week in each case. Another project priority is systematic contact and exchange with self-help organisations and organisations for people with disabilities, welfare associations and interest groups, so that many new long-term networks can be created throughout Germany. The project is funded by the BMAS from the National Rehabilitation Fund.</p>	<p>BMAS</p>	<p>from 01.01.2021 until 31.12.2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>Yes</p>
<p>Teaching materials for inclusive physical education</p>	<p>Examples: 2015 Football for the blind <a href="https://www.dguv-lug.de/sekundarstufe-i/sport/inklusion-im-sportunterricht-blindenfussball/">https://www.dguv-lug.de/sekundarstufe-i/sport/inklusion-im-sportunterricht-blindenfussball/</a>  2020 Goalball <a href="https://publikationen.dguv.de/widgets/pdf/download/article/3572">https://publikationen.dguv.de/widgets/pdf/download/article/3572</a></p>	<p>DGUV</p>	<p>ongoing</p>	<p>Measure has been implemented and continues to conduct activities on a regular basis</p>	<p>Yes</p>	<p>No</p>
<p>Paralympics Zeitung [Paralympics Newspaper]</p>	<p>In the Paralympics Zeitung, young people report on the achievements of athletes with disabilities, supported by seasoned professionals from the Berlin newspaper "Der Tagesspiegel". The Paralympics Zeitung (PZ) has already received multiple international awards. Coverage of the Paralympics &amp; subjects relating to parasport and inclusion. Plus social media channels on facebook and Instagram. Published since 2016  <a href="https://www.facebook.com/ParalympicsZeitung/">https://www.facebook.com/ParalympicsZeitung/</a> <a href="https://www.instagram.com/paralympicszeitung/">https://www.instagram.com/paralympicszeitung/</a></p>	<p>DGUV</p>	<p>since 2016</p>	<p>Measure has been implemented and continues to conduct activities on a regular basis</p>	<p>No</p>	<p>No</p>
<p>School newspaper project with the Saxony-Anhalt Sports Association for the Disabled</p>	<p>The school newspaper project is funded by the German Statutory Accident Insurance (DGUV). and was successfully implemented for the twelfth time in Saxony-Anhalt in 2023.  <a href="https://www.bssa.de/aktuelles/von-jugendlichen-fuer-jugendliche/">https://www.bssa.de/aktuelles/von-jugendlichen-fuer-jugendliche/</a></p>	<p>DGUV</p>	<p>ongoing</p>	<p>Measure has been implemented and continues to conduct activities on a regular basis</p>	<p>Yes</p>	<p>No</p>
<p>R(h)ein Inklusiv [Inclusive Rhine]</p>	<p>Inclusive relay race with up to 30 relay teams. Two people with and without disabilities run the entire Cologne Marathon. Annually since 2016</p>	<p>DGUV</p>	<p>since 2016 - annually</p>	<p>Measure has been implemented and continues to conduct activities on a regular basis</p>	<p>Yes</p>	<p>No</p>
<p>Teilhabe VEREINFacht [Participation at CLUBS simplified] - Funding in recreational and rehabilitation sports</p>	<p>The project will set up and establish 200 new rehabilitation sports groups for children with disabilities and 200 new specific recreational sports programmes for adults with disabilities in Germany.</p>	<p>BMAS</p>	<p>01.06.2023 - 31.05.2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>Yes</p>

**Field of action "Social and Political Participation"**

**Equality / Participation**

<p>Easy-to-read Brochure on the 2025 UNCRPD Strategy</p>	<p>Strategy paper for the German Statutory Accident Insurance (DGUV) on the further implementation of the UNCRPD in easy-to-read language</p> <p>The strategy paper on the UN Convention on the Rights of Persons with Disabilities contains specific targets and measures for the German Statutory Accident Insurance to advance inclusion, participation and awareness-raising. For the German Statutory Accident Insurance, inclusion is a management-level and cross-cutting task. In the scope of its remit, it contributes to the occupational and social participation of persons with disabilities, advocating and working towards it being second nature for people with and without disabilities to work and live together.</p> <p>Link: <a href="https://publikationen.dguv.de/">https://publikationen.dguv.de/</a></p>	<p>DGUV</p>	<p>2023 - ongoing</p>	<p>Measure has already been concluded</p>	<p>Yes</p>	<p>No</p>
<p>Federal Accessibility Initiative</p>	<p>This initiative serves to honour the obligation arising from Article 9 of the UN Convention on the Rights of Persons with Disabilities. Article 9(1) of the UNCRPD sets forth that States Parties shall take appropriate measures "to ensure to persons with disabilities access, on an equal basis with others, to the physical environment, to transportation, information and communication, including information and communication technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas."</p> <p>Even though numerous provisions have been introduced in recent years to obligate public bodies and private actors to ensure greater accessibility, it is a key intention of the Federal Government in this electoral term to lend greater weight to this issue:</p> <p>Everyone benefits from accessibility. The Federal Government wants to eliminate barriers in all areas of life and in turn make life easier for 13 million people with disabilities. It is for this reason that it launched the Federal Accessibility Initiative in autumn 2022. In the scope of the federal initiative, the Federal Government will revise Acts and ordinances to improve accessibility in the public and private sectors. The Federal Government will also harness targeted public relations work to raise awareness on how barriers can hinder people. The initiative will focus first of all on the areas of mobility, housing, health and digitalisation. Numerous ministries are involved in and are contributing to this work. People with disabilities and other affected actors, such as the <i>Länder</i> and municipalities as well as representatives from business and industry, are being involved in the process in a participatory way.</p>	<p>BMAS</p>	<p>First successes should be recorded by 2025, but the initiative will need to be continued beyond 2025.</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>The General Act on Equal Treatment and protection against discrimination by algorithmic decision-making systems Stocktake and challenges</p>	<p>One hurdle for those experiencing discrimination is proving discrimination, which is why the General Act on Equal Treatment (AGG) lightens the burden of proof. This regulatory framework is being put to the test as algorithmic decision-making processes and the new mechanisms that arise as a result gain in importance. Proving discrimination by algorithmic decision-making systems gives rise to new challenges. Not only is the algorithm on which a decision is based generally opaque and incomprehensible for victims and actual users, but often it is not common knowledge that a decision was based on an algorithmic decision-making process. So new actors must increasingly be considered with regard to the responsibility for such discrimination - for instance, the producers of algorithmic decision-making systems all the way to the companies that have the data sets decision-making algorithms are based on. The legal opinion analyses the extent to which the existing regulatory regime (AGG and in relation to the draft EU AI Regulation) is suited to dealing with the challenges of discrimination by algorithmic systems, in particular with regard to law enforcement.</p>	<p>ADS</p>	<p>2022 - 2023</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>
<p>Individual measure "Coordination Office for Inclusion and Diversity in Voluntary Services Focussing on the Participation of Persons with Disabilities"</p>	<p>On 1 March 2022, a "Coordination Office for Inclusion and Diversity in Voluntary Services", funded on a pilot basis by the BMFSFJ for three years and attached to the Paritätischer Gesamtverband [Equal Representation Welfare Association], started its work. It acts as a nationwide contact point which, in line with a broad diversity approach, addresses and advises actors in all volunteer service formats and all groups of people affected by marginalisation who are interested in volunteer service, focussing on the participation of persons with disabilities.</p> <p>The coordination office provides advice on fundamental issues relating to the inclusive design and organisation of volunteer services across all associations and nationwide and deals with individual enquiries from volunteers and assignment locations.</p> <p>It shores up the BMFSFJ pilot project "Participation of persons with disabilities in the FSJ [Voluntary Social Year], FÖJ [Voluntary Ecological Year] and BFD [Federal Voluntary Service]".</p>	<p>BMFSFJ</p>	<p>03/2022 - 02/2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>

<p>MINA e.V. Vielfalt inklusiv! [Inclusive Diversity] project</p>	<p>The project qualifies volunteers and full-time staff to counsel and support people with a refugee background and a disability where migration and disability intersect. Counselling and self-help organisations are qualified to provide this counselling service in the scope of a process development. Multilingual, participatory publications (print, online, video, etc.) raise awareness and improve counselling practices.</p>	<p>Federal Government Commissioner for Migration, Refugees, Integration and Anti-Racism</p>	<p>2020 - 2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>Mechanisms to legally enforce protection against discrimination in the creation, implementation and termination of civil law obligations. Stocktake, alternatives and further development</p>	<p>The legal-sociological study analyses existing law enforcement mechanisms in the event of discrimination in the area of access to and supply of goods and services as well as accompanying measures such as public relations work and training. For this purpose, focus group interviews and expert interviews were carried out, case studies were prepared and the findings reflected on with experts from the field. The analysis forms the basis for specific recommendations for further developing existing and new procedures and approaches to law enforcement. <i>Inter alia</i>, alternative forms of legal enforcement were studied and, as a result, the authors proposed expanding the mandate of the BGG arbitration service pursuant to Section 16 of the Act on Equal Opportunities for Persons with Disabilities (BGG) beyond the narrow scope of application to include all private respondents as well.</p>	<p>ADS</p>	<p>2021</p>	<p>Measure has already been concluded</p>	<p>No</p>	<p>No</p>
<p>Pilot project on the "Participation of persons with disabilities in the Voluntary Social and Voluntary Ecological Year (FSJ and FÖJ) and the Federal Voluntary Service (BFD)"</p>	<p>On the basis of a Bundestag decision to make all volunteer service formats more inclusive, a three-year pilot project began on 1 October 2021, which is designed to support recognised agencies/central offices/independent organisational units and assignment locations in the FSJ, FÖJ and BFD in accommodating persons with disabilities on an equal basis in the volunteer service formats. Thanks to additional federal funding, all recognised agencies/independent organisational units and assignment locations in the FSJ/FÖJ/BFD have the opportunity to take targeted measures to promote the equal participation of persons with disabilities in these voluntary services. The specific funding possibilities are set forth in a funding regulation. The aim of the pilot project is to identify additional needs resulting from disabilities and to clarify the action required as a result (including beyond the remit of the BMFSFJ, for instance if potentially enshrined in Book 8 of the Social Code - SGB VIII).</p>	<p>BMFSFJ</p>	<p>10/2021 - 09/2024</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>Yes</p>
<p><b>Access to information and communication / Digital accessibility</b></p>						
<p>Providing an accessible layout / user interface for the production of web-based training courses (WBTs)</p>	<p>The demand and need for e-learning programmes has grown significantly in recent years. A master agreement for the creation of WBTs was put out to tender and concluded to meet this demand. To ensure a standardised basis for all users, the creation of an accessible layout/user interface was commissioned, reflecting the corporate design of the Federal Government. This measure helps to avoid additional costs for producing these individually and makes the creation of accessible WBTs easier. The objective here is to make learning materials on a wide range of topics available to a large number of employees and in doing so to also enable people with disabilities to participate fully in this form of training.</p>	<p>BMI, BAKöV</p>	<p>ongoing</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>No</p>
<p>Digital participation for people with special educational needs</p>	<p>The project with "Service GmbH der Bundesarbeitsgemeinschaft der Seniorenorganisationen e.V." (BAGSO) [German National Association of Senior Citizens' Organizations] and "Deutschland sicher im Netz e.V. (DsiN)" [German Association for the Safe Use of the Internet] teaches people with sensory and mobility impairments digital skills so that they can use digital media safely and autonomously as consumers, including to compensate for their impairments and to open up new ways to access parts of society and participation opportunities for them.</p>	<p>BMUV</p>	<p>2022 - 2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>Yes</p>	<p>Yes</p>
<p>Training on the creation of accessible PDFs and features of accessible software</p>	<p>To make it easier for people with disabilities to participate in daily working life, BAKöV [Federal Academy of Public Administration] has been offering training on creating accessible PDFs for many years. The programme is being significantly expanded in 2023 in response to the high demand. BAKöV will also be offering seminars on the features of accessible software from 2023. Further information on the individual courses is available on the BAKöV training database: <a href="https://www.ifosbund.de/pub/index.xhtml">https://www.ifosbund.de/pub/index.xhtml</a></p>	<p>BMI, BAKöV</p>	<p>ongoing</p>	<p>Measure has been implemented and continues to conduct activities on a regular basis</p>	<p>No</p>	<p>Yes</p>



Easy-to-read language - DIN SPEC 33429	<p>DIN SPEC 33429 "Recommendations for easy-to-read German" is being developed with the facilitation of DIN e. V. in a consortium involving representatives from the public sector, science, design, translation and testing as well as publishers. The following organisations have representatives in the consortium, for instance: the Federal Press Office, the German Statutory Accident Insurance, the Federal Centre of Expertise on Accessibility, the Federal Monitoring Body for the Accessibility of Information Technology, various local associations of Lebenshilfe e.V, Netzwerk Leichte Sprache, various translation agencies, the Universities of Hanover, Hildesheim, Cologne, Leipzig, Mainz, TU Dresden, Darmstadt University of Applied Sciences, Netzwerk Artikel 3, LIGA Selbstvertretung, Mensch zuerst e. V., the Leibniz Institute for the German Language, Typographische Gesellschaft München, the Centre for Design Research and other representatives of the abovementioned fields. In the interests of standardisation and quality assurance, the consortium will pool the parts of the existing regulations and recommendations on easy-to-read German on which there is a consensus in a clear and consistent process, create what is termed a pre-standard and make it available to the public free of charge. The draft contains recommendations for translating texts into easy-to-read German, writing texts in easy-to-read German and designing content in easy-to-read language. DIN SPEC 33429 is aimed at all persons involved in the creation of texts and content in easy-to-read language as well as private or public customers.</p>	BMAS	2020 - 2023	Measure has begun and is currently ongoing	Yes	Yes
Operator service: guaranteeing equivalent emergency call communication	<p>The amendment of the Telecommunications Act (TKG) <i>inter alia</i> on emergency calls promotes accessible placement of emergency calls and enables equivalent emergency call communication. Emergency calls are transferred free of charge and without delay to the local emergency call centre by the operator service at any time as part of its standard service provision. This improvement in emergency calls thanks to the use of the operator service increases the social participation of people with disabilities, supporting them in emergency situations.</p>	BMDV	Measure has already been completed	Measure has already been concluded	Yes	No
Further development of digital assistance as an instrument to improve digital participation	<p>Ensuring the digital participation of persons with disabilities is key to their social participation as a whole. This means digitalisation also places new demands in terms of the design and organisation of participation services. Whilst the instrument of assistance is established for people with disabilities in need of analogue support, digital assistance is not yet available nationwide. People with intellectual impairments or people with multiple disabilities may especially have a permanent need for support in digital participation, however. In 2020, the Federal Government Commissioner for Matters relating to Persons with Disabilities staged a specialist conference on the topic of "digital assistance" at which experts from science and academia, associations and policymaking exchanged views. Here it became clear that this instrument requires further clarification and that the framework conditions, obstacles and conditions for success need to be examined in greater depth. The Federal Government Commissioner for Matters relating to Persons with Disabilities is therefore pursuing the issue further, endeavouring to clarify the unanswered questions through further exchange and scientific expertise. The goal is to identify suitable approaches for further targeted measures to promote the instrument of digital assistance.</p>	Federal Government Commissioner for Matters relating to Persons with Disabilities	2020 - ongoing	Measure has not yet begun	No	No

Empowerment						
Development and implementation of the Strategy for Tackling Loneliness	June 2022 marked the start of the development of the "Strategy for Tackling Loneliness". Together with the "Kompetenznetz Einsamkeit" (KNE) [Loneliness Network Germany], the contents of the strategy are being developed and implemented as part of a broad participation process. The objective is to shed light on and address the issue of loneliness in Germany to a greater extent, strategically and scientifically for all age groups and specific living circumstances. This includes, in particular, bolstering practical work to prevent and tackle loneliness and providing people affected by loneliness with low-threshold access to help and advice services. People of all generations from the group of persons protected by the UNCRPD may be especially hard hit by loneliness. This is taken into account in the strategy.	BMFSFJ	ongoing	Measure has begun and is currently ongoing	No	No
Handicap International e.V. project: Empowerment Now	The project recruits, trains and supports people with a refugee background and a disability to engage in self-advocacy and advocacy work. The self-advocates also develop tailored information and act on disability and migration policy committees, contributing to political visibility where migration/integration and disability intersect.	BMAS, Federal Government Commissioner for Migration, Refugees, Integration and Anti-Racism	01.01.2020 - 31.12.2024	Measure has begun and is currently ongoing	No	No
Pilot project "Verein(t) gegen Einsamkeit" [Clubs united against loneliness] of the German Olympic Sports Confederation (DOSB)	The German Olympic Sports Confederation's (DOSB) project "Verein(t) gegen Einsamkeit" raises awareness among the 90,000 sports clubs organised within the DOSB on the situation of lonely people. Sports clubs offer the chance to meet like-minded people and as such serve as meeting places and a second home.	BMFSFJ	2022 - 2024	Measure has begun and is currently ongoing	No	No
Qualification of regional inclusion clusters on forced migration and disability	Lasting improvement of counselling and support practices for refugees with disabilities through cooperation, networking and training: The project "Qualification of regional inclusion clusters on forced migration and disability" is carried out by Handicap International e.v. in the scope of project funding from the BMAS. The goal of the project is to provide tailored training in line with needs for existing local and regional networks and to initiate new networks at the point where forced migration, migration and disability intersect. In addition to regional and local work, the project aims to promote specialist exchange, nationwide networking and the further training of specialist actors. A digital specialist forum is being established for this purpose to enable peer-to-peer advice on individual cases and specialist questions as well as access to specialist information. The digital platform will also be used to regularly offer continued training courses for professionals, subject-based workshops and various exchange formats.	BMAS	2022 - 2024	Measure was cancelled	Yes	No
Field of action "Personal Rights"						
Adult guardianship law						
Information campaign on reformed guardianship law	On 1 January 2023, the fundamental reform of adult guardianship law introduced by the Act on the Reform of Guardianship Law of 4 May 2021 entered into force. The reform strengthens the self-determination of people in legal guardianship, implementing Article 12 UNCRPD, putting their wishes at the centre of the guardian's actions and of court supervision. In addition to informing those working in the area of guardianship law and the public about the fundamentally revised provisions in guardianship law, the information campaign entitled "Gemeinsam. Auf meinem Weg." [Together. On my way.] serves to impart a modern understanding of legal guardianship to the public: This - contrary to what is still often understood - does not mean the person concerned is deprived of their voice or their legal capacity, rather it is a support instrument within the meaning of Article 12 UNCRPD to ensure the greatest possible degree of self-determination for those affected. All the information and materials are available on the BMJ website on a page dedicated to guardianship law and the reform at <a href="https://www.bmj.de/DE/Themen/FokusThemen/BetreuungsR-Reform/BetreuungsR-Reform_node.html">https://www.bmj.de/DE/Themen/FokusThemen/BetreuungsR-Reform/BetreuungsR-Reform_node.html</a> .	BMJ	The information campaign will initially run for six months, but the information provided on the BMJ website is to be made permanent.	Measure has begun and is currently ongoing	Yes	Yes
Field of action "International Cooperation"						
Cooperation at EU and UN level						
G7 Global Inclusion Summit	In the scope of the German G7 Presidency, the first G7 Global Inclusion Summit took place at the invitation of the Federal Government Commissioner for Matters relating to Persons with Disabilities.  The meeting focussed on three main priority topics, which were summarised in a "Chairs' Summary" at the end: <ul style="list-style-type: none"> <li>•improving healthcare for persons with disabilities during COVID-19 and beyond,</li> <li>•digitalisation and artificial intelligence - opportunities and risks for persons with disabilities,</li> <li>•participation of persons with disabilities in climate protection and climate adaptation measures.</li> </ul>	Federal Government Commissioner for Matters relating to Persons with Disabilities	02.09.2022	Measure has already been concluded	Yes	No

**Field of action "Awareness-raising"**

**Raising awareness externally**

<p>AutoCheck with the guide "Automated decision-making systems and discrimination"</p>	<p>The guide "Automated decision-making systems and discrimination" was created in the scope of the "AutoCheck" project funded by the Federal Anti-Discrimination Agency. It introduces employees of civil society and government anti-discrimination advice services to the subject with many case studies and provides them with specific aids, checklists, sources and contact information to detect and document cases of algorithm-based discrimination and to provide expert support to those impacted. A workshop concept for multipliers was developed to accompany the publication.</p>	<p>ADS</p>	<p>concluded</p>	<p>Measure has already been concluded</p>	<p>No</p>	<p>No</p>
<p>Symposium: Well advised! Towards nationwide anti-discrimination counselling in Germany.</p>	<p>Specialist event with 200 participants to raise awareness amongst policymakers and specialists for the sound financing and expansion of the counselling structure in Germany. During the symposium, the two research projects "Well advised. Towards nationwide anti-discrimination counselling in Germany" and "Minimum standards for the documentation of anti-discrimination counselling" were presented.</p>	<p>ADS</p>	<p>concluded</p>	<p>Measure has already been concluded</p>	<p>No</p>	<p>No</p>
<p>Project "Bewegung verbindet – Rollstuhlsport macht Schule" [Sport connects - wheelchair sport at school]</p>	<p>DGUV together with Unfallkasse Sachsen-Anhalt, BG Klinikum Bergmannsheil and the BSSA. Active engagement with the topic of disability; Pupils' awareness is raised on what life is like for people with disabilities (by experiencing it themselves); Inhibitions and initial reservations in relation to people with disabilities are lowered by comparing notes with "real" wheelchair users accompanying the project. Sport as a measure to integrate people with and without disabilities.  <a href="https://www.rollstuhlsportmachtschule-sachsen-anhalt.de/startseite.html">https://www.rollstuhlsportmachtschule-sachsen-anhalt.de/startseite.html</a></p>	<p>DGUV</p>	<p>since 2018</p>	<p>Measure has been implemented and continues to conduct activities on a regular basis</p>	<p>Yes</p>	<p>No</p>
<p>Publications and website content in sign language</p>	<p>FAQs on disability and chronic illnesses Publications on the subjects Setting boundaries - What to do in the event of sexual harassment at the workplace? "Getting the job fair and square! - What to do against discrimination when looking for a job?"</p>	<p>ADS</p>	<p>Contents in German sign language are being continuously expanded.</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>
<p>Discussion on the findings from the survey on "Diversity in Film"</p>	<p>Discussions about greater diversity and less discrimination in the film industry have recently become more open, with some effective and exemplary measures already in place. The discussion "Diversity in film and in life! - What makes the film industry diverse" in Berlin explored what still needs to be done and what progress can be built on.  "Promoting diversity in film and fighting discrimination is, of course, a matter of justice and law that needs to be implemented," said Bernhard Franke, acting head of the Federal Anti-Discrimination Agency, in his introduction. "But it is also key to the very survival of the industry as a whole. To remain relevant, broadcasters, programme directors, production companies and everyone else involved must face up to reality: Our society is diverse. And it is precisely this diversity that it wants to see and experience." <a href="https://www.antidiskriminierungsstelle.de/SharedDocs/aktuelles/DE/2021/20211109_vielfalt_im_film.html">https://www.antidiskriminierungsstelle.de/SharedDocs/aktuelles/DE/2021/20211109_vielfalt_im_film.html</a></p>	<p>ADS</p>	<p>concluded</p>	<p>Measure has already been concluded</p>	<p>No</p>	<p>No</p>
<p>United Nations Convention on the Rights of Persons with Disabilities in the municipalities (UNCRPD at the municipal level)</p>	<p>The project aims to take stock of the extent to which municipalities in Germany have taken action to implement the UNCRPD, in particular in the form of action plans or similar approaches. Front and centre are approaches to self-determined living, further developing accessibility and participation of persons with disabilities. The study also puts the spotlight on the conditions for the successful development of an inclusive community in participatory planning and working structures at municipal level in the form of local participation planning.  The project aim is to improve the living situation of people with disabilities in the individual case by enabling them to live self-determined lives in an inclusive environment. The findings obtained should provide municipalities and the actors involved (in particular self-advocacy groups, those in charge of planning, public administrations, funding organisations and political decision-makers) with information on how they can make effective use of their opportunities to implement inclusion, including in the form of local participation planning, in spite of limited resources.</p>	<p>BMAS</p>	<p>01.10.2022 - 30.09.2025</p>	<p>Measure has begun and is currently ongoing</p>	<p>No</p>	<p>No</p>

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