


490,000 workers can be integrated into the labour market through a more inclusive work culture if Germany reaches the Swiss level

Objective

Achieving a more inclusive work culture through enhanced education for people with disabilities and a more targeted compensation levy

Implementation in Switzerland 

- BehiG effective since 2004, undergoing revisions by end of 2023
- Revisions ensure **explicit protection against disability discrimination** and employers required to implement measures for equal work
- 83%** of individuals aged 25 to 64 with disabilities hold a **vocational qualification** or a **high school diploma**
- Public employers have an exemplary role in creating an inclusive work environment

Outcome of Switzerland's measures

- 67% of individuals with disabilities are employed**; disparity with the proportion holding qualifications. Relatively high on a global scale
- Comprehensive approach to inclusivity for people with disabilities, with a particular **focus on proper education** and **promoting an inclusive work culture** rather than specific quotas

Germany's status

- 57%** of individuals with disabilities are **employed**
- New Law 2023, penalty for non-compliance with the **5% employment quota** for people with disabilities is increased
- The main reason for companies not reaching the quota is the **missing of qualified applications** (77% of companies)

Policy recommendations for Germany

- Enhance education opportunities** for people with disabilities
- Revise the compensation levy** to more effectively promote inclusive employment without restricting companies in their actions
- Reduce workplace discrimination

Possible Scenario

- Objective:** Increase employment by 10%, mirroring the Swiss model
- Impact:** 490,000 more individuals with disabilities employed
- Costs:** Primarily allocated for education and training, with a potential decrease in compensation levy revenue. The costs are estimated to be in the high seven-figure range

# Background information about: Achieving a more inclusive work culture through enhanced education for people with disabilities

Object	Additional information
Implementation in Switzerland	<ul style="list-style-type: none"><li>• Behindertengleichstellungsgesetz (BehiG) enacted in 2004 to eliminate discrimination, particularly in specified areas outlined by the law.</li><li>• Federal Council's push for comprehensive and swift revisions to address workplace protection and accessibility to public services for individuals with disabilities</li><li>• Emphasis on creating a more inclusive environment for both private and public employers</li><li>• Focus on reducing discrimination and facilitating the transition of individuals with disabilities from sheltered workshops to the general job market</li><li>• Importance of addressing the mismatch between the needs of companies and the skills offered by employees</li></ul>
Outcome	<ul style="list-style-type: none"><li>• Ongoing efforts in Switzerland for the integration of people with disabilities indicate room for improvement, prompting a planned revision</li><li>• Despite challenges, Switzerland has achieved a relatively high rate of employment among people with disabilities</li><li>• Revision aims to enhance the existing employment rate by reducing discrimination and promoting a more inclusive work culture</li><li>• Government adopts an approach that refrains from specifying specific measures for companies, allowing flexibility in their actions</li><li>• The success of this flexible approach is acknowledged, and the upcoming revision will likely shape its evolution</li></ul>
Germany's status	<ul style="list-style-type: none"><li>• Lower employment rates of people with severe disabilities highlight ongoing societal challenges in achieving full inclusion</li><li>• The Law for the Promotion of an Inclusive Job Market in Germany, effective in 2023/24, involves a revision and increase in the compensation levy</li><li>• Legal quota provides incentives for employers to hire individuals with severe disabilities, and compensation levy revenue supports state initiatives for their training and employment</li><li>• Despite the legal framework, many employers fall short of the quota, citing a lack of suitable applicants with severe disabilities</li><li>• Concerns exist that an increased compensation levy might lead businesses to stay below the legal threshold, potentially impeding their employment growth</li></ul>

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Policy recommendations for Germany	<ul style="list-style-type: none"> <li>• Dismantling remaining prejudices is a crucial first step for better integration of individuals with severe disabilities into businesses</li> <li>• 18% of companies not paying the compensation levy cite concerns about the potentially limited performance of individuals with severe disabilities as a reason for their insufficient employment</li> <li>• Opportunities for potential reforms include expanding qualification programs and providing additional incentives for companies to hire individuals with disabilities</li> <li>• Intensifying and targeted support for the (further) qualification of individuals with disabilities, both in the education system and the workforce, is essential</li> <li>• Addressing the disparity between operational requirements and the qualifications of individuals with severe disabilities is a key goal of reform efforts</li> <li>• Increasing training positions for people with disabilities can be a practical measure to enhance their qualifications and improve their integration into the workforce</li> </ul>
Possible scenario	<ul style="list-style-type: none"> <li>• Approximately 4.9 million individuals with disabilities and of working age (15 to 64 years) are considered in the context</li> <li>• 57% of this population equals 2,793,000 individuals; 67% (Switzerland's quota) of this population equals 3,283,000 individuals</li> <li>• The difference between these percentages is 490,000 people</li> <li>• Due to the diverse range of measures, specifying costs precisely is challenging. An estimate for the costs is in the high seven-figure range</li> </ul>