



INTEGRATION OFFICES

>> The Integration Offices

The Integration Offices perform statutory tasks within the context of the employment of severely disabled people on the general labour market. They promote the equality of opportunity for severely disabled people at work.

The Integration Offices in Germany: Partners for Employers and Severely Disabled People

>> Making Use of the Opportunities of Prevention

The Integration Offices are responsible for ...

- >> collecting and use of the equalisation charge,
- >> supporting employers and severely disabled people with Supporting Aid in Working Life, which is financed by the equalisation charge. In addition to technical advice, it also contains financial services, e.g. for designing disabled-friendly workplaces,
- >> supporting the employer in prevention and Company Integration Management,
- >> the special termination protection for severely disabled people, which requires the agreement of the Integration Office in the event of termination,
- >> training the integration team.

Employers are required to employ severely disabled people in 5 per cent of their jobs. If they do not meet this requirement, they must pay an equalisation charge. The actual fulfilment of this employment requirement is an average of 4.2 per cent. The total equalisation charge paid each year is around € 500 million per year.

The Integration Offices ...

- >> are organised at a local authority or state level in the individual Länder.

BIH – Bundesarbeitsgemeinschaft der
Integrationsämter und Hauptfürsorgestellen
[Federal Association of the Integration Offices
and Main Welfare Associations]

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Aids for Severely Disabled People at Work



» Making Use of the Opportunities of Prevention

The idea of prevention comprises all efforts to prevent accidents at work, occupational illnesses and work-related risks to health.

For several years prevention has been enshrined in Social Code Book IX as a duty of employers.

Illness-related absences as well as chronic illnesses and disabilities can be avoided with prevention.

Company prevention helps to ...

- » record or eliminate the difficulties in employing severely disabled people at an early stage or to ensure that they never occur in the first place,
- » discuss and apply all means, from counselling to financial support, with which the employment relationship can be secured in the long term.

Employers should become active as early as possible when ...

- » personal, behavioural or work-related difficulties become noticeable that could jeopardise the working relationship,
- » employees – whether disabled or not – are incapable of work for more than six weeks within a year. The statutory regulations make provision for Company Integration Management here.

Employers are supported by the Integration Office if ...

- » the affected parties are severely disabled people or equivalent people.

Company Integration Management

This is a new instrument in the field of company prevention; employers are required to implement it. Company Integration Management ...

- » applies to all employees, whether disabled or not disabled,
- » helps to overcome incapacity for work and to prevent repeated incapacity for work,
- » is necessary if an employee is incapable of work for longer than six weeks uninterrupted or repeatedly within a 12 month period,
- » comprises all activities, measures and services that are necessary in individual cases for reintegration after long periods of incapacity for work,
- » should be implemented systematically and adjusted to the circumstances in the company.

The employer ...

- » takes the initiative for implementing Company Integration Management,
- » makes contact with the employee concerned and obtains his/her approval and involvement. No Company Integration Management system can be implemented without this.

If the employee consents, the employer can ...

- » transfer implementation of the Company Integration Management to an integration team. The team is usually made up of employers' representatives, the works or staff council and the severely disabled employee's representatives,
- » also use the expertise and support of external partners.

Partners outside the company are providers of rehabilitation, employment agencies, integration offices with the specialist integration services, rehabilitation clinics and other facilities for work rehabilitation.



Legal foundation:
Social Code Book IX, Article 84, para. 2