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Measures of the Federal Republic of Germany implementing the United Nations Convention on the Rights of Persons with Disabilities in the period from September 2019 until March 2023

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1. Introduction¹

This report provides an overview of the most significant progress in the policy for persons with disabilities in the Federal Republic of Germany between September 2019 and March 2023.

Germany has also faced particular challenges in the last three years. It has been necessary not only to adopt extensive measures in connection with the COVID-19 pandemic, but also to create structures at short notice in order to receive and provide for over a million persons fleeing Ukraine. Persons with disabilities are particularly vulnerable in crisis situations. Germany has implemented extensive measures to ensure that policy-makers do not lose sight of persons with disabilities even in times of crisis.

The political agenda of the 20th legislative term (2021–2025) which started at the end of 2021 places an even greater focus on the issue of accessibility. The governing parties have decided to make Germany accessible in all areas of public and private life, in particular with regard to mobility, housing, healthcare and in the digital sector. To this end, the Federal Government launched the “Federal Accessibility Initiative – Germany is becoming accessible” in 2022, which represents an important milestone on the way to an accessible and inclusive society. The core of the Federal Initiative is to ensure a coordinated and interministerial approach on the part of the Federal Government.

A further important focus of the current legislative term is an inclusive labour market. In particular, a higher compensatory levy is to entice more companies to hire more people with severe disabilities. They will be supported by newly created “single contact points” when applying for such funding.

¹ The measures announced in this report may only be implemented within the framework of available budgetary resources in compliance with domestic funding responsibilities. They are accordingly subject to funding restrictions.

2. Progress in the policy for persons with disabilities since September 2019

Purpose and general obligations (Art. 1–4), equality and non-discrimination (Art. 5)

According to the coalition agreement of the governing parties, the AGG is to be evaluated, gaps closed, legal protection improved and the scope of application expanded. In order to make Germany accessible in all areas of public and private life, the coalition partners have also decided to revise the BGG.

A total of 6,038 requests for advice on disability-based discrimination were received by the Federal Anti-Discrimination Agency in the period from September 2019 until January 2023. This accounts for 29.6 per cent of all enquiries pertaining to discrimination on grounds of characteristics specified in the AGG. Of the requests for advice on disability-based discrimination, 2,413 concerned private services and access to goods, 1,146 working life, 786 other areas of administration, 413 health and nursing and 345 public education.

Women with disabilities, freedom from violence (Art. 6, 16)

The Federal Government is reviewing the idea of developing an interministerial political strategy against violence also for the protection of women and girls with disabilities that focuses on the prevention of violence and the rights of victims. The coalition agreement furthermore envisages securing the right to protection against violence for women while considering the situation of vulnerable groups.

The THSG has created the legal environment for improved protection against violence in institutions: since 1 June 2021, service providers have been obliged to ensure suitable measures for protection against violence, in particular the creation and implementation of a violence protection concept. Rehabilitation providers and integration offices are to work towards implementation of the measures for protection against violence.

In the period from 2020 to the end of 2024, the “Ending Violence against Women Together” programme is supporting structural measures in the form of pilot projects for the expansion, conversion and new construction of counselling centres and women’s shelters – also with regard to accessibility. Furthermore, the programme included funding of innovative measures to support women affected by violence from 2019 until the end of 2022. Measures have been and continue to be supported in the form of pilot projects to facilitate access to protection and advice, improve tailored and viable assistance offered and prevent violence against women.

The Federal Network for Women’s Representatives in Institutions, which developed out of the project bearing the same name between 2016 and 2022, has been acting as a nationwide advocacy organisation for women’s representatives at workshops for persons with disabilities since 2023. Instead of the temporary project funding, the Federal Network has received permanent funding since 1 February 2023 from the providers of workshops for persons with disabilities on the basis of the WMVO.

A study on “Violence protection structures for persons with disabilities at institutions” was published in September 2021. The final report evaluates the current situation at institutions and

provides recommendations for a cross-institutional strategy for protection against violence that are currently being reviewed.

A new study on “Violence against persons with disabilities at institutions” is expected to be published in 2024 and will particularly include a survey of persons with cognitive and mental impairments as well as those with impaired hearing in institutions concerning their experiences of violence. The aim of the survey is to compare the experiences of women and men and to review specific need for action in order to develop further the existing support system within the scope of constitutional powers and available funding based on examples of good practice.

Accessibility (Art. 9)

The measures set out in the existing State party reports for the implementation of accessibility in the area of housing (“Accessible construction”, “Urban development assistance”, “Promotion of social housing”, “Promotion of age-appropriate conversion” guides) are being continuously developed further. In addition, various steps have been undertaken to improve accessibility.

The BFSG, implementing the EAA, was passed in May 2021. The Act requires providers of certain products and services, in particular of information and communications technology, to ensure accessibility from 28 June 2025. An associated ordinance sets out the specific accessibility requirements for such products and services.

Since 1 July 2021, public sector bodies and private owners as well as owners and operators of facilities and institutions are not allowed to deny persons with disabilities access because they are accompanied by an assistance dog. The Act also contains provisions on the training and examination of assistance dogs.

The “Federal Accessibility Initiative – Germany is becoming accessible” launched in November 2022 serves to bundle the measures for improving accessibility across departments under one umbrella. The Federal Initiative also involves further developing statutory provisions in order to promote accessibility in the public and private sector. Private providers of goods and services are to be obliged to remove barriers within an appropriate transitional period or, if this is not possible or reasonable, to make reasonable accommodation. In order to ensure an expansion of accessibility to the private sector and entitlement to reasonable accommodation, among other things specific proposals for legislative amendments to the BGG, BFSG and the AGG are to be made.

A significant participatory element of the Federal Initiative is its Advisory Council, which includes among its members persons with disabilities and is to advise on the implementation of the measures within the Federal Initiative.

In addition, the Federal Government wishes by means of targeted PR work to raise awareness in all parts of society to how barriers are still hindering people and how they can be removed. The Federal Initiative will focus on the themes of mobility, construction and housing, healthcare and digitalisation. The initial results of the Initiative are scheduled for 2025.

Digital accessibility and digital participation by persons with disabilities have been included as a field of action in the Federal Government’s Digital Strategy, approved in August 2022.

In order to raise awareness of the issue of inclusion, regular regional conferences are being offered for architects and urban planners.

Situations of risk and humanitarian emergencies (Art. 11)

The launch of the standard nationwide emergency app “nora” in September 2021 supplemented access to emergency call services with a further alternative to emergency voice calls. The emergency app enables people unable to make an emergency voice call via the emergency numbers 110 and 112 to make an emergency call independently via a text-based chat. The option of making use of telephone relaying services remains available alongside the emergency app.

Furthermore, the Telecommunications Modernisation Act that entered into force on 1 December 2021 has further strengthened the interests of emergency call users with partially or fully impaired hearing.

The “NINA” warning app issues important civil protection alert notifications for a range of different emergencies. The app can be used with the screen reader and contains emergency tips in Easy-Read.

A warning message was for the first time sent directly to mobile phones by means of cell broadcast and accompanied by a loud acoustic signal and vibration on the nationwide warning day held in December 2022.

Refugees with disabilities from Ukraine (Art. 11)

Germany has gone to great lengths to cushion the effects of Russia’s war of aggression against Ukraine in particular for people with disabilities and those in need of long-term care.

The establishment of the Federal Contact Point served to create structures at short notice in particular to place vulnerable groups of persons directly with institutions in Germany that are able to meet their specific needs.

Persons fleeing Ukraine with disabilities and/or long-term care needs who require financial assistance receive benefits under Book II, IX or XII of the Social Code if they meet the respective statutory requirements. These comprise integration assistance, such as obtaining and embarking on a training course or job without any restrictions under residence law. Should the persons concerned temporarily receive benefits under the AsylbLG at the start of their stay, benefits can also be granted for this period that in material terms correspond to those of integration assistance.

Equal recognition before the law and access to justice (Art. 12, 13)

The Act on the Reform of Child and Adult Guardianship Law of 4 May 2021 (*Gesetz zur Reform des Vormundschafts- und Betreuungsrechts*), which entered into force on 1 January 2023, has fundamentally modernised legal guardianship law to facilitate better implementation of the requirements of Art. 12 of the UN CRPD.

The right to self-determination of vulnerable adults has been strengthened by the reform. Through improved implementation of the necessity principle, particularly at the interface to social law, legal guardianship is only established if this is necessary for the protection of the person concerned. A core part of the reform consists of a fundamental revision of the central guidelines concerning the requirements for the appointment of guardians, the duties and obligations of guardians vis-à-vis the individual under their care and their powers in relation to third parties in accordance with the

requirements of Art. 12 of the UN CRPD. It particularly sets out more clearly that the legal guardianship is primarily intended to ensure support for the person under guardianship in managing their affairs through their own self-determined actions.

The wishes of the person under care now form the central benchmark for the actions of the guardian. The judicial oversight is also geared more strongly towards determining the wishes of the person under care and the supervisory instruments have been refined in such a way as to enable breaches of duty on the part of the guardian, particularly those that impair the self-determination of the person under guardianship, to be identified and sanctioned better.

Thanks to the reform, persons affected are now informed in a more comprehensive and targeted manner and involved more in all stages of the guardianship procedure in order to uphold their self-determination, especially with regard to the judicial decision-making procedure concerning whether and how a guardian is to be appointed and the selection of a specific guardian. Finally, in order to ensure consistent quality of professional guardianship, a registration procedure has been introduced that requires professional guardians to supply proof for registration that they meet the minimum personal and professional suitability criteria. The requisite expertise also includes knowledge of methods for supporting the person under guardianship in making decisions.

From 2019 until 2021, a project to raise awareness among the judiciary and judicial officers of the applicability of the UN CRPD in guardianship court practice was carried out with expert meetings as well as multiplier seminars.

Living independently and being included in the community (Art. 19)

The third stage of the reform of the Federal Participation Act entered into force on 1 January 2020 with comprehensive changes in integration assistance for persons with or at risk of severe disabilities. The aim is to enable such persons to lead independent lives and to promote their full and equal participation within the community. The changes especially include significant improvements in the consideration of income and assets for integration assistance, service provision geared to individual needs, and enhanced overall planning that actively involves people with disabilities in the procedure for establishing their needs and the support necessary for safeguarding their needs and takes account of their right to choose. The Federal Government is extensively examining and supporting the implementation of this stage of the reform and reported to the German Bundestag and the Bundesrat on this at the end of 2022.

Although various difficulties are currently being encountered in putting the reform into practice, some of the improvements are already clearly noticeable for many entitled individuals, for instance because they and their families are able to retain more of their income and assets. In many cases their income is no longer taken into account at all.

The advisory services for persons with disabilities and those at risk of disability and their families have been expanded and consolidated. The complementary independent participation counselling (EUTB[®]) offered temporarily on a trial basis from 1 January 2018 until 31 December 2022 has now been made permanent. EUTB[®] is being continued as of 2023 with an annual funding volume of up to EUR 65 million. The counselling of affected individuals by other affected individuals is found by those seeking advice to be accepting and motivating and fosters self-determination and personal responsibility.

The Family Members Relief Act, which entered into force on 1 January 2020, serves to relieve parents obliged to pay maintenance and children whose family members receive assistance towards long-term care or other social assistance benefits: their income is only taken into consideration if their annual gross income exceeds EUR 100,000. Among others, the Act specifically relieves children of parents in need of long-term care and parents of children with a disability.

The KJSG, which entered into force in June 2021, has laid the foundations for inclusive child and youth services. According to SGB VIII, child and youth services are also to be responsible for integration assistance for children and young people with physical and mental disabilities. This arrangement is to enter into force on 1 January 2028 subject to the condition that a federal law with specific provisions for implementing the “inclusive solution” is promulgated by 1 January 2027. The coalition agreement envisages already creating the legal basis for implementation of inclusive child and youth services during the 20th legislative term. The principles for a corresponding draft law are currently being drawn up in the participatory process “Working together to shape inclusive child and youth services”. Furthermore, child and youth services were already shaped inclusively and interfaces, particularly to integration assistance, were adjusted when the Act to Strengthen Children and Youth entered into force. Moreover, children and young people with disabilities and their parents will receive relief from 2024 with the introduction of a so-called procedure pilot at the youth welfare office.

Education (Art. 24)

In view of the particular conditions for participation in inclusive education and in order to facilitate the full and effective educational participation of children and young people across the *Länder*, among other things the recommendations on the schooling, consulting and support of children and young people were issued in the special educational priority “Intellectual development” on 18 March 2021.

With a view to the development of skills in teacher training, the KMK published an interim report in 2020 on the implementation of the recommendation issued jointly with the HRK in 2015 on teacher training to ensure diversity in education. This shows that the formation of compatible general and special educational skills is understood to be an integral component of the preparatory service providing future teachers with practical training in schools in all the *Länder*.

Regulations and special provisions have been enshrined in the laws of all the *Länder* to meet the needs of students with disabilities or chronic illnesses and ensure that they are not disadvantaged in their studies. The Higher Education Acts of the majority of *Länder* also require higher education institutions to provide or appoint officers for students with disabilities and diversity officers. The expansion of funded long-term surveys aims to create improved data availability concerning the situation of students and junior scientists with disabilities or chronic illnesses.

The recommendation of the KMK on individual support at vocational schools of 14 May 2020 sets out success factors for the areas of teaching, staff and organisational development in order by means of individual support measures to enable young people to act responsibly and participate in a self-determined manner in the globalised and rapidly changing world we live and work in.

The funding directive “Supportive diagnostic testing in inclusive education” aims to improve the conditions for inclusive education across all fields of education among other things by (further) developing supportive diagnostic testing integrated into everyday life as well as the basic framework for such testing.

Health (Art. 25)

In order to improve healthcare provision for persons with disabilities, the Federal Government has agreed to draw up an “action plan for diverse, inclusive and accessible healthcare”.

Since 1 November 2022, the costs for an accompanying person at the hospital are assumed if persons with disabilities have to be supported by a caregiver of their trust for in-patient hospital treatment. The new regulations are undergoing assessment until the end of 2025.

The National Association of Statutory Health Insurance Physicians has been obliged since 2022 to draw up guidelines to guarantee nationwide and full provision of information on accessibility on the websites of the Associations of Statutory Health Insurance Physicians. Services of sign language interpreters have been eligible since 2019 for direct settlement with health insurance funds and private health insurance companies.

COVID-19 pandemic (Art. 25)

The following measures in particular were taken during the COVID-19 pandemic to protect persons with disabilities and those at risk of disability:

Digital and telephone information services concerning the COVID-19 pandemic were designed to be accessible and also adapted to use by deaf people.

The Social Service Providers Deployment Act helped to safeguard the social infrastructure, also for persons with disabilities, during the pandemic.

The so-called Corona Participation Fund comprising up to EUR 100 million also supported inclusion companies, institutions for persons with disabilities, charity shops and non-profit social enterprises in covering their fixed operational costs.

In addition, the Federal Government forwent half its share of the compensatory levy in 2020 and 2021 (altogether around EUR 141 million) in favour of the *Länder* and in doing so enabled the integration offices to compensate the loss of remuneration sustained by workshop employees with disabilities due to the COVID-19 pandemic.

Institution-related compulsory vaccination applied between 15 March 2022 and 31 December 2022 at statutorily defined medical and care institutions in order to protect particularly vulnerable groups of persons from a coronavirus infection.

The Federal Government supported a survey on the impacts of the coronavirus pandemic on persons with disabilities in order to develop courses of action to safeguard participation in all relevant areas of life both during and after the pandemic.

Implementation of the “triage ruling” of the Federal Constitutional Court in 2022 included changes to the Protection against Infection Act so that no one is placed at a disadvantage due to a disability in medical decisions on the allocation of intensive care due to a communicable disease in the event of insufficient live-saving intensive care treatment capacities. The current and short-term probability of survival is the decisive criterion for decisions on allocation. Criteria that do not affect the current and short-term probability of survival, such as age, disability, degree of frailty, remaining medium and long-term life expectancy and quality of life may not be taken into account.

The so-called “Ex-Post-Triage”, i.e. discontinuation of treatment already carried out and still indicated in favour of a new patient, is prohibited.

These measures have been supplemented by the *Land* governments with *Land*-specific help and support measures.

Energy crisis (Art. 26)

The Federal Government will support the institutions financed with public funds that provide benefits, rehabilitation and participation services (social service providers) with a subsidy for their increased energy costs in 2022. The launch of a relief fund of the Federal Government under section 36a SGB IX aims to prevent any restrictions in services for persons with disabilities.

Work and employment (Art. 27)

Germany wishes to shape its labour market in a more inclusive way and improve the employment of persons with disabilities in the general labour market. It has initiated the following measures to bring more people with disabilities into work and retain them there.

On 1 January 2020, the Family Members Relief Act introduced the budget for apprenticeship as an alternative to the VET field at workshops for persons with disabilities in order to support the take-up of regular in-company vocational training or professional training on the general labour market. The training company is reimbursed the entire training remuneration with funds from the budget for apprenticeship. In addition, the costs for the necessary support of the person concerned at the workplace and at vocational school are assumed. The THSG expanded the budget for apprenticeship as of 1 January 2022 so that persons with disabilities can also be supported who are already in the working area of the workshops for persons with disabilities.

The expansion of funding options by the THSG serves to improve both the support and work integration opportunities of persons undergoing rehabilitation at the job centres and employment agencies.

Furthermore, “single contact points” for employers were established on 1 January 2022 that advise employers independently and across providers on the training, hiring and employment of persons with severe disabilities and assist them in applying for various funding and support benefits. In this way employers can be increasingly convinced to employ persons with disabilities with a budget for work or budget for apprenticeship so that employment at a workshop for persons with disabilities can be avoided from the outset and transfer to the general labour market supported. This targeted support of single contact points for employers is intended particularly to assist small and medium-sized enterprises in fulfilling their employment obligation.

The draft law for the promotion of an inclusive labour market aims to bring more persons with disabilities into regular employment, retain more persons with health impairments in employment and facilitate more carefully targeted support for persons with severe disabilities.

The following measures are envisaged in particular:

- Increase in the compensatory levy for employers who fail to employ any persons with severe disabilities despite the employment obligation (“fourth tier”)

- Concentration of funds from the compensatory levy on promoting the employment of persons with severe disabilities on the general labour market
- Introduction of an approval fiction for entitlements of the integration office
- Lifting of the cap on the wage subsidy for the budget for work
- Reorientation of the Expert Advisory Board on Medical Care Assessment for Victims

The interdisciplinary and participatory “Study concerning a transparent, sustainable and future-oriented remuneration system for persons with disabilities at workshops for persons with disabilities and their prospects on the general labour market” has been carried out since August 2020. This not only considers remuneration at the workshops in the narrower sense, but also alternatives on the general labour market that guarantee persons with disabilities higher remuneration due to the minimum wage applicable there.

The results of the study will be available in mid-2023. Measures are to be adopted on this basis to reduce entries into workshops for persons with disabilities and increase the number of transfers to the general labour market. The group of persons receiving benefits at a workshop for persons with disabilities will consequently change so that it will also be necessary to review the extent to which the various functions of the workshops for persons with disabilities (rehabilitative/social versus economic) need to be rebalanced in the long term.

Participation in political and public life (Art. 29)

The central contents of the *Wahl-O-Mat* election information platforms for *Land* parliament elections have been translated into German Sign Language since 2022. The *Wahl-O-Mat* is a digital tool of the Federal Agency for Civic Education intended to support eligible voters with their election decision by weighting the political propositions of different parties.

Inclusion in and through sport (Art. 30)

The goal of the Federal Government is for as many persons with disabilities as possible to receive the opportunity to engage actively in sport and also to have full accessibility to participate in sports events. The Federal Government therefore promotes inclusion in and through sport, including rehabilitation sport, with a large number of sports projects.

The Exercise Summit of the Federal Government, *Länder*, local authorities and organised sport took place in Berlin on 13 December 2022, at which a joint summit declaration was adopted that contained the commitments of the participants to sport and exercise and, among other things, focused on inclusion in and through sport and accessibility.

The Special Olympics World Games Berlin 2023 are being held in Berlin from 17 to 25 June 2023. Seven thousand athletes from more than 190 nations will compete together in 26 summer sports disciplines. The event is intended to increase awareness of persons with so-called mental and multiple disabilities in society and to promote the respect of their rights, their dignity and their participation in society and access to sport.

The “Local Inclusive United Commitment” project of *Special Olympics Deutschland e. V.* also serves this purpose and aims to remove clichés, prejudices and stigmas towards persons with so-called mental and multiple disabilities and facilitate access to sports. The goal of the project is to support

local authorities in creating inclusive sports facilities and developing sustainable local structures. Persons with disabilities are to have better access to inclusive sports facilities and event formats. The project is running from 1 October 2020 until 31 December 2023.

Data collections and statistics (Art. 31)

The report on the life circumstances of persons with disabilities and the development of their participation in working life and the life of society is presented once per legislative term. The report has two core tasks: to illustrate the life circumstances and advise policy-makers. The insights and conclusions of this Report on Participation (section 88 SGB IX) directly serve the further development of law and policy for persons with disabilities and provide a basis for sustainably improving their life circumstances and participation. The Fourth Report on Participation for the current legislative term is to be published in April 2025.

In order to obtain reliable statements about the life circumstances of persons with impairments and disabilities and remaining inclusion obstacles, the first round of the “Representative survey of the participation of persons with disabilities” was also carried out from 2017 to 2021, which for the first time includes data on individual and multiple impairments of persons aged 16 and above in accordance with the ICF. The final report was published in June 2022 and forms the basis both for the data of the Report on Participation and for further political and social measures. The representative survey is being continued in the period from 2022 to 2024. As well as follow-up surveys, themes are also being examined that have not been addressed previously, such as security, discrimination and education.

The study entitled “Parents of children with disabilities. Support requirements and indications of inclusion obstacles” was also carried out on behalf of the Federal Government from September 2021 until November 2022 and for the first time also includes data on the impairments according to the ICF for 0- to 16-year-olds.

This means that since 2022, representative data concerning the impairments according to the ICF have for the first time been available for persons of all age groups living in Germany.

International cooperation (Art. 32)

The Federal Government published its new Inclusion Strategy in government DC in December 2019. A human rights concept for German development policy is currently being drawn up that will also cover the inclusion of persons with disabilities. The strategy of 2019 is being merged into this concept. The Federal Government has decided to introduce the voluntary international cross-sectoral OECD label for inclusion (OECD disability marker).

At the invitation of the Federal Government Commissioner for Matters relating to Persons with Disabilities, the first G7 Global Inclusion Summit was held in Berlin in September 2022 and addressed the core themes of healthcare provision, digitalisation and climate protection/adaptation measures.

In order to drive forward implementation of the UN CRPD in the Global South with the involvement of self-advocacy organisations and civil society, the governments of Germany and Jordan are to hold the third Global Disability Summit (GDS) jointly with the International Disability Alliance in Berlin in 2025. The aim of the third GDS will be to place the spotlight on the rights of

persons with disabilities and on this basis to develop further the DC between countries of the Global South and North and agree specific implementation steps.

Germany is also seeking inclusion in humanitarian aid, for example by means of a gender-age disability marker in the humanitarian projects it supports. Germany furthermore supports projects aimed at enforcing the mainstreaming of inclusion of persons with disabilities and implementation of the “IASC – Guidelines on Inclusion” in humanitarian aid both globally and locally. The goal is to incorporate the inclusion of persons with disabilities in the humanitarian system better.

3. List of abbreviations

AGG	General Act on Equal Treatment (<i>Allgemeines Gleichbehandlungsgesetz</i>)
AsylbLG	Asylum Seekers' Benefits Act (<i>Asylbewerberleistungsgesetz</i>)
BFSG	Act to Enhance the Implementation of Accessibility (<i>Barrierefreiheitsstärkungsgesetz</i>)
BGG	Act on Equal Opportunities for Persons with Disabilities (<i>Behindertengleichstellungsgesetz</i>)
DC	Development cooperation
EAA	European Accessibility Act
EUTB®	Complementary independent participation counselling (<i>Ergänzende unabhängige Teilhabeberatung</i>)
GDS	Global Disability Summit
HRK	German Rectors' Conference (<i>Hochschulrektorenkonferenz</i>)
IASC	Inter-Agency Standing Committee
ICF	International Classification of Functioning, Disability and Health
KJSG	Act to Strengthen Children and Youth (<i>Kinder- und Jugendstärkungsgesetz</i>)
KMK	Standing Conference of the Ministers of Education and Cultural Affairs of the <i>Länder</i> in the Federal Republic of Germany (<i>Kultusministerkonferenz</i>)
OECD	Organisation for Economic Cooperation and Development
SGB II	Book II of the Social Code – Basic Allowance for Jobseekers
SGB VIII	Book VIII of the Social Code – Child and Youth Services
SGB IX	Book IX of the Social Code – Rehabilitation and Participation of Persons with Disabilities
SGB XII	Book XII of the Social Code – Social Assistance
THSG	Act to Strengthen the Participation and Self-Determination of Persons with Disabilities (<i>TeilhabeStärkungsgesetz</i>)
UN CRPD	United Nations Convention on the Rights of Persons with Disabilities
WMVO	Workshops Cooperation Ordinance (<i>Werkstätten-Mitwirkungsverordnung</i>)