

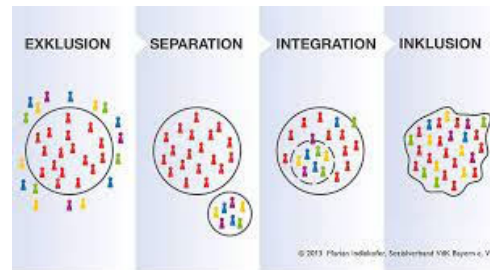


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2

1. From Integration to Inclusion

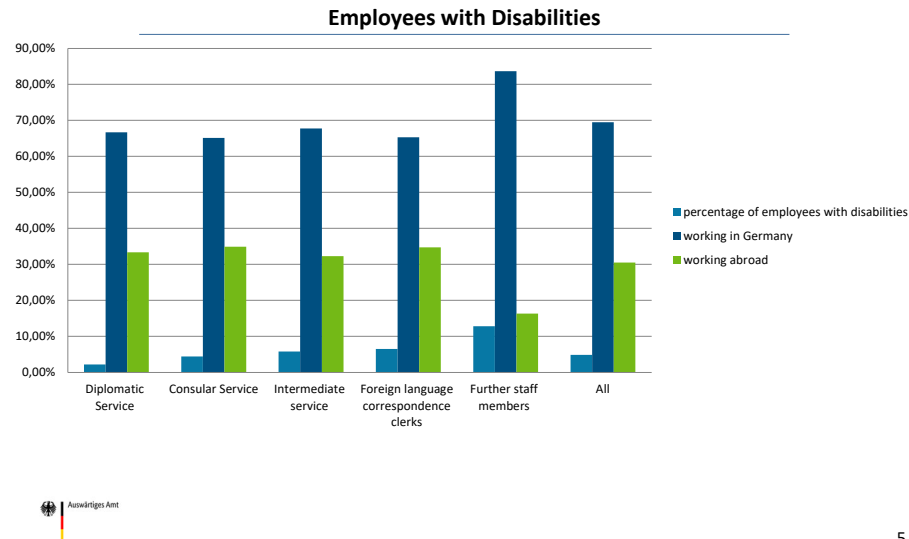


2. Definition of disability

General Equal Treatment Act

- limitation of physical, psychological or mental ability that lasts longer than six months and prevents the person from living a life typical of their age.
- Disabilities include not only physical and mental conditions but also chronic illnesses and mental illness.

3. Inclusion in the Federal Foreign Office – some numbers



5

5

4. Framework and conditions

- Legislation, especially
 - Social Code
 - Equal Opportunities for People with Disabilities Act
- representative elected by staff members with disabilities
- inclusion officer

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6

6

5. Strategy, Tools, Measures

- Agreement between the employer and the representative of the staff members with disability
- action plan drafted in 2014 with three focal points
 - supporting the mobility of our employees
 - securing easy/barrier-free access to buildings of the Federal Foreign Office
 - raising awareness for people with disabilities



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6. Our challenges

- job rotation
- Foreign Service Act
- employees with disabilities are not an homogenous group; needs vary according to the kind of disability



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8

6. Conclusion

- commitment
- practical measures
- participation of employees with disabilities



9

9

Thank you for your attention!



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10