



Project No. 19-1-ATO1-KA202-051516
IO1.5 - Country Analysis

COUNTRY REPORT: Germany

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1. National Background

83 million people live in Germany.

According to figures from the Federal Statistical Office for 2017, 48,367 of them are deaf and 253,127 are hard of hearing.

The German Deaf Federation (DGB) estimates that 0.1% of the population is deaf and therefore assumes that there are approximately 83,000 deaf people in Germany.

The different figures from the Federal Statistical Office and the DGB are due to the fact that both institutions use different definitions for "deaf" and "hard of hearing". The Federal Statistical Office obtains its figures from the procedures for awarding severely disabled persons' cards and is therefore based on medically determined hearing loss, while the DGB counts all people who depend on Sign Language communication, which includes deaf people as well as many people with severe hearing loss.

Statistical data on the situation of hearing-impaired people on the labour market is rarely collected systematically in Germany. For example, there is no official data on the unemployment rate within the group of hearing impaired people. Most surveys refer to the group of severely handicapped people.

In the GINKO project (Legal Effects on the Vocational Integration of Hearing Impaired, Deaf and Deaf People through Communication and Organisation) data on hearing impaired people at work was collected in 2011. Using a sample of 3189 working people with hearing impairments, the project investigated the extent to which the legal regulations on participation in working life from the Social Code (SGB IX) or the UN Disability Rights Convention are implemented in the workplace. 84% of the persons interviewed were employed on the first labour market; 30% estimated their workplace to be suitable for hearing impaired employees; while 43% stated that their workplace was not adapted to the special needs of hearing impaired employees*. A special evaluation for the 618 respondents living in the federal state of North Rhine-Westphalia (NRW) showed that many deaf, hard of hearing and deafened employees* do not know their rights or know them only to a limited extent.

The study PARTICIPATION AND INCLUSION OF PEOPLE WITH HEARING DISABILITIES IN DIFFERENT STAGES OF LIFE IN NORTH RHINE WESTPHALIA (NRW) from 2013 is limited to the most populous federal German state (NRW) and deals, among other things, with aspects of work and professional qualification of hearing impaired people. For North Rhine Westphalia, the study concludes that hearing-impaired people have access to a wide range of support services for job search and job security, but that there are still considerable gaps in the range of services available.

The Erasmus+ project EMPLOYMENT FOR DEAF SIGNERS IN EUROPE published further insights into the situation of deaf workers* in Germany and elsewhere in January 2020. One result of this study is that many of the deaf respondents do not know what to expect at a job interview or how to behave during a job interview. In this context, many of the interviewees would like to have more information about employment rights and specifically, how to deal with interpretation costs.

Cologne, 15.03.2020

Information in German sign language on the topics of work and training:

Deutsche Rentenversicherung

https://www.deutsche-rentenversicherung.de/DRV/GS/gebaerdensprache_node.html

Bundesministerium für Arbeit und Soziales

<https://www.bmas.de/DE/Gebaerdensprache/Thema-Teilzeit/thema-teilzeit.html> (Teilzeit)

<https://www.bmas.de/DE/Gebaerdensprache/gebaerdensprache.html>

Projekt Vibelle – Visuelles zu Beruf Leben und Lernen

www.vibelle.de

Projekt GINKO - Gesetzeswirkungen bei der beruflichen Integration schwerhöriger, ertaubter und gehörloser Menschen durch Kommunikation und Organisation

<http://ginko.fakten-zur-teilhabe.de/TXT/dieergebnisse/vorbemerkungen.html>

(Umfrageergebnisse in Deutscher Gebärdensprache)

Projekt EGSB – Erfolgreiche gehörlose und schwerhörige Menschen im Beruf

<http://www.egsb-projekt.de/gebaerdensprache>

2. Survey Findings

The bilingual (in written and Sign Language) AW4A survey was published on 16.1.2020 and could be accessed online until 16.2.2020. It was distributed via social networks (Facebook, Twitter) as well as via cooperating institutions and the networks of deaf colleagues. For the target group of German hearing-impaired people, the survey was implemented in parallel in German sign language and written language. The evaluation of the data comprised questionnaires with at least 50% of the questions answered.

Demographic data

The German participants* (n=43) in the survey were 36.7 years old on average. Of these, 81% were female, 14% male and 5% did not specify any gender.

The German respondents cited German sign language (84%), spoken language (19%), written language (16%) and sign language accompanying spoken language (7%) as their preferred mode of communication. At least 25 % named 2 or 3 preferred modes of communication.

In response to the introductory question about their dream job, the German participants* revealed the following, quite different ideas:

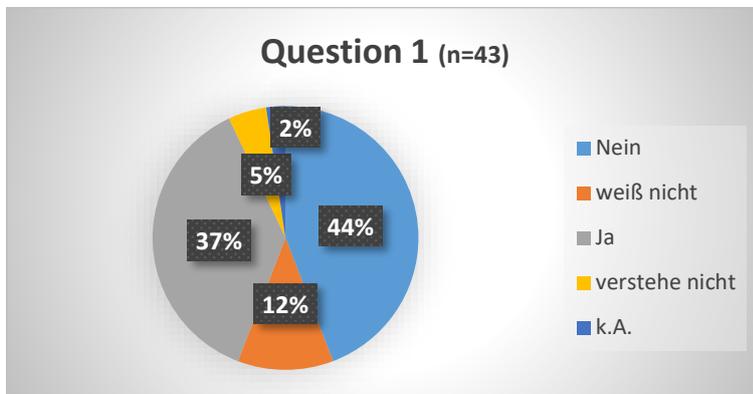
“Social sector, a job in the food sector, maybe teacher or supervision or politics or ..., veterinary surgeon, forensic doctor, psychology, something in administration, veterinary surgeon, event planner, police commissioner, teacher for sign language and pigeon culture, lawyer, doctor, pilot, professor, pilot, CEO, doctor, veterinary surgeon, deaf-blind assistant, sign language teacher, motorcycle mechanic or beer brewer, social pedagogue, dance therapist, laboratory with physicist researching and experimenting together, designer, doctor or teacher at the teacher training college”



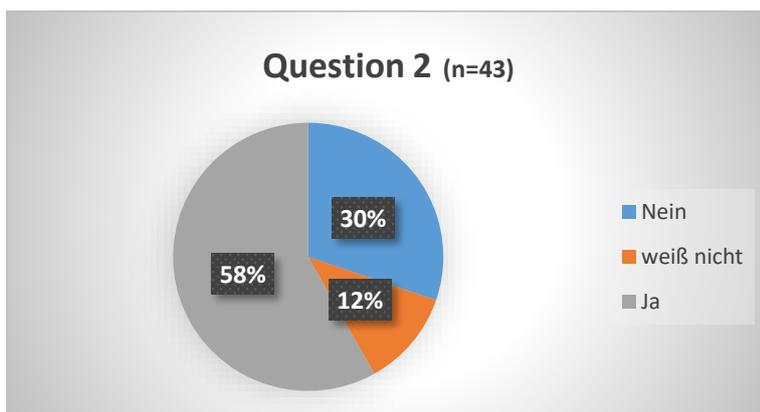
This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for the information contained therein.

The main part of the survey asked whether further information on various areas of employment law would be helpful in finding a job.

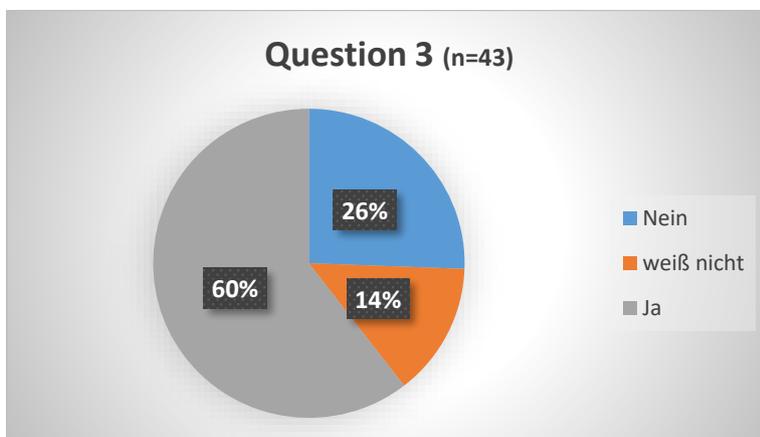
Question 1: Information on reading job ads - For example: How do I know if I am suitable for a vacancy?



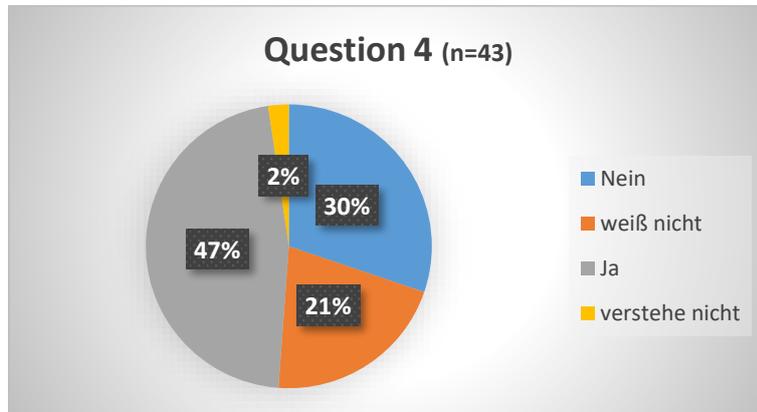
Question 2: Information about the job application interview – For example: Which questions may not be asked during the interview?



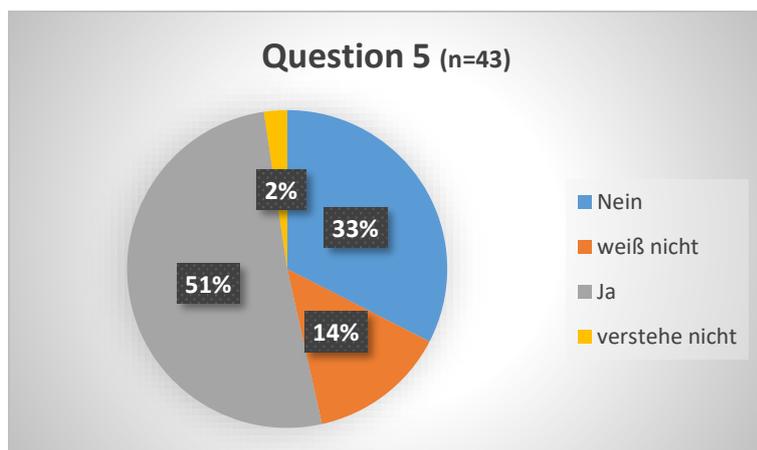
Question 3: Information about the application letter – For example: How is an application structured? Do soft skills belong in an application?



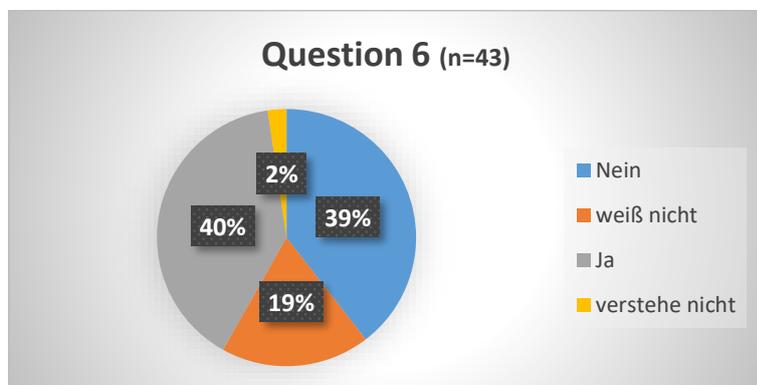
Question 4: Information on non-discrimination, accessibility and compensation of disadvantages – For example: How can I make sure that the communication in the interview works?



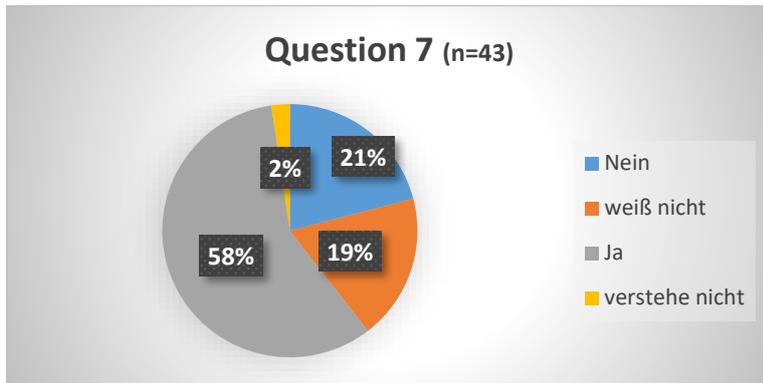
Question 5: General explanations on employment contracts - For example: What are the main components of an employment contract?



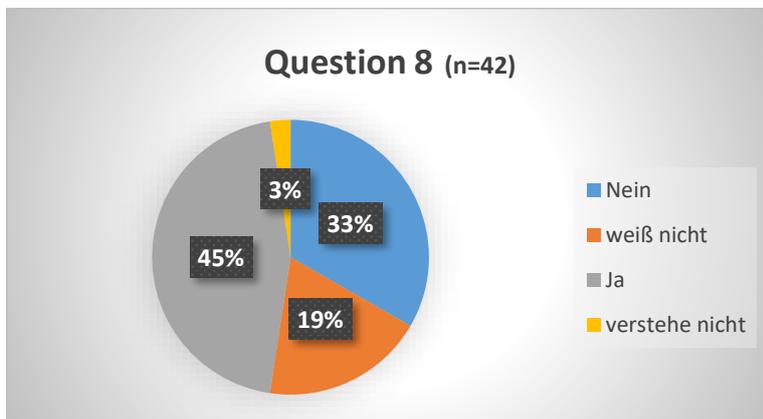
Question 6: Explanations on different types of contracts -. For example: What is the difference between a freelance contract and a fixed-term?



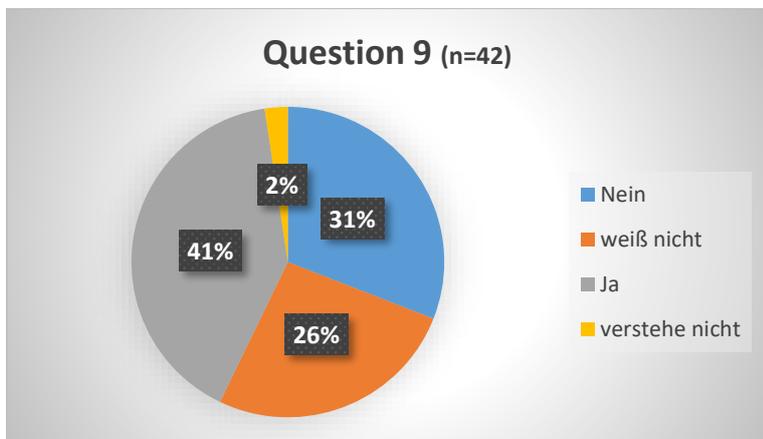
Question 7: Information on collective agreements, amount of payment and salary - For example: Why am I paid this way? Or why don't I get more money?



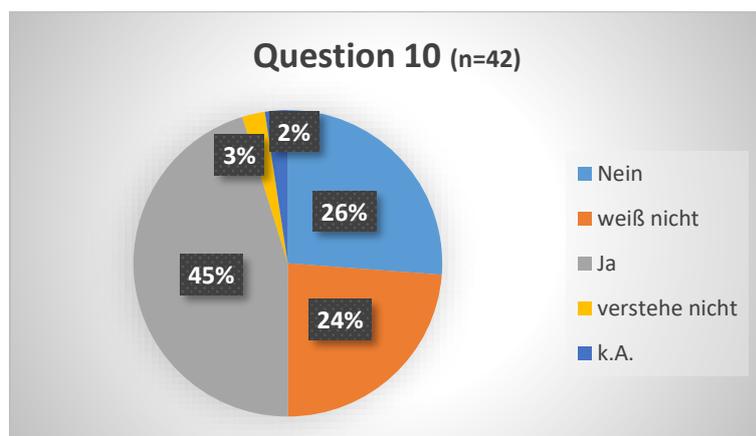
Question 8: Information about job references - For example: I didn't get a job reference at my last job, what can I do?



Question 9: Information on communication equipment - For example: What communication options can I use to find a job? Who will pay for communication support facilities?



Question 10: „Self-disclosure“ informing about specific needs – For example: Is it my job to inform a potential new employer about my needs? How can I sensitise colleagues?



Overview:

	Yes, I need more information on the topic.	No, I don't need this information to find a job.	I don't know if this information is important for my search for work or not.	I don't understand the grade.	Not specified
Job advertisements	37 %	44 %	12 %	5 %	2 %
Job interview	58 %	30 %	12 %	-	-
Letter of application	60 %	26 %	14 %	-	-
Accessibility	47 %	30 %	21 %	2 %	-
Declarations on the employment contract	51 %	33 %	14 %	2 %	-
Different contracts	40 %	39 %	19 %	2 %	-
Salary level	58 %	21 %	19 %	2 %	-
Work references	45 %	33 %	19 %	3 %	-
Assistance services	41 %	31 %	26 %	2 %	-
Disclosure of special needs	45 %	26 %	24 %	3 %	2 %

In conclusion, the survey shows that there is a high demand for additional information on the above-mentioned topics among the participants. It is noticeable that over 80% of the participants* are female. The high preference for communication in German Sign Language among the respondents indicates that the target group has been reached. There seems to be a particularly high need for additional information among the German participants* of the survey in three subject areas: "amount of payment", "letter of application" and "job interview". The three areas with the lowest need for additional information are "job advertisements", "different contracts" and "assistance services". The importance of the subject areas "assistance services" and the "disclosure of special needs" for job searches was not appreciated by a quarter of the respondents.