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EUROPEAN SOCIAL CHARTER

Answers to additional questions related to the

**2nd National Report on the implementation of the European
Social Charter (Revised)**

submitted by

THE GOVERNMENT OF GERMANY

Articles 2, 3, 4, 5, 6, and 20

CYCLE 2024

Additional Information to the Report on the Application of the Revised European Social Charter 2024

2nd set of additional information

**referring to the report on the provisions of the Revised
European Social Charter newly accepted by Germany
(Part I – Full Report)**

**submitted by the Government
of the Federal Republic of Germany**

for the period from 1 January 2021 to 31 December 2024

In accordance with the provisions of Article C
of the European Social Charter (revised), the instrument of ratification
of which was deposited on 29 March 2021.

In accordance with the provisions of Article 21
of the European Social Charter, the instrument of ratification of which
was deposited on 27 January 1965.

I. Questions regarding Article 3.4 of the RESC

a. Questions:

- *What is the number of occupational physicians in the total workforce?*
- *What is the number of enterprises providing occupational health services or who share those services?*
- *What is the evolution (increase/decrease) of the number of workers supervised by those services?*
- *Are there any branches of economic activity or categories of enterprises or workers that are not covered by occupational health services? If so, which ones?*

b. Answers:

- *What is the number of occupational physicians in the total workforce?*

Physicians in occupational medicine must demonstrate specialized knowledge in occupational medicine according to the Occupational Safety Act (*Arbeitsschutzgesetz*). Additionally, physicians in training can perform occupational medical duties under certain conditions. The accident insurance carriers offer employers various models for occupational medical and safety engineering services. Exact numbers of physicians active in occupational medicine are not available, as there are no corresponding registers in Germany. As corresponding official data is lacking, and other reliable, accurate and consistent data is not available at short hand, in the spirit of the enhanced dialogue with State Parties according CM(2022)114-final, Germany could offer further researching for some reliable data and then get back to the Council of Europe resp. the ECSR. However, what can be said in a general way is that currently a positive development in the occupational medicine workforce is emerging.

- *What is the number of enterprises providing occupational health services or who share those services?*

In Germany, there are various forms of occupational health services: Large companies often have their own, permanently employed company doctors, but there are also inter-company services provided by various organizations and practicing physicians who offer occupational health services. Figures on the distribution are not available.

- *What is the evolution (increase/decrease) of the number of workers supervised by those services?*

It is assumed that approximately 90% of companies in Germany are provided with occupational medical care. The coverage is better in larger companies than in small and medium-sized enterprises. Through activities by the accident insurance carriers and awareness campaigns, for example as part of the Joint German Occupational Safety Strategy (*Gemeinsame Deutsche Arbeitsschutzstrategie – GBA*), we expect an even better coverage in the future.

- *Are there any branches of economic activity or categories of enterprises or workers that are not covered by occupational health services? If so, which ones?*

No, there are no exceptions, all businesses are covered. There are different models of occupational health and safety services depending on the size of the business and the industry.

II. Questions regarding Article 10.4 of the RESC

a. Questions:

- *What is the number of persons having benefited/benefiting from training, retraining and reintegration measures available on the labour market? (by categories of measures; and by categories of beneficiaries, e.g. young long-term unemployed)*
- *What is the impact of the measures on reducing long-term unemployment?*
- *Do nationals of other States Parties/foreign nationals have access to such measures? Under which conditions (in particular, is there a condition of residence)?*

b. Answers:

- *What is the number of persons having benefited/benefiting from training, retraining and reintegration measures available on the labour market? (by categories of measures; and by categories of beneficiaries, e.g. young long-term unemployed)*

The number of persons who entered the training, retraining, and reintegration measures described in the RESC Report 2024 can be found in the attached table (see attached annex to this report: Annex_RESC-2024-Add-Reporting_Art-10-4_numbers_beneficiaries_LMP-measures). However, no data is available on the number of persons benefiting from the municipal integration services in order to provide holistic and comprehensive care (Section 16a of Book II of the Social Code) or from the Vocational Training Validation and Digitisation Act (*Berufsbildungsvalidierungs- und Berufsdigitalisierungsgesetz*).

- *What is the impact of the measures on reducing long-term unemployment?*

A [scientific evaluation from 2024](#) showed that both instruments under the Participation Opportunities Act (Sections 16e and 16i of Book II of the Social Code – SGB II; see also section 2.b.ii. under Article 10 paragraph 4 of the RESC in the German RESC Report 2024, pages 19-20) have a positive effect on the social participation of participants and their employability. Given the negative social and employability effects of protracted unemployment, a key aim of both programmes is the improvement of participants' social participation and employability. The evaluation shows that the subsidised employment positions have a significant positive effect on participants' individual assessment of life satisfaction, social inclusion, social activities and material welfare compared to the control group of non-participants. Both programmes also have a significantly positive effect on various dimensions of employability, particularly on participants' self-confidence, sense of control and performance-motivation. However, there is no evidence for an impact on the social capital of participants and on their social skills. Overall, the positive effect on social participation was especially high for men, persons living in single households, older persons and those in full-time employment.

The programme '*Integration of the Long-Term Unemployed*' (Section 16e of Book II of the Social Code) has a significant positive effect on the probability of participants taking up regular unsubsidised employment: After 26 months, previous participants in the programme had a 36-percentage point higher probability of entering regular employment compared to their comparison group. This effect is remarkable and significantly exceeds the effects measured for predecessor programmes. Additional descriptive analyses show that a significant share of those in regular employment after the programme ends are working for the same employer, highlighting a positive retention effect. Data on the employment effects for '*Participation in the Labour Market*' are not yet available.

Closely linked to the goal of (re)integrating participants into the labour market is the fiscally-motivated goal of overcoming, or at least reducing, welfare dependency. With regard to the effect of the programmes on benefit-receipt status, the reduction in welfare dependency is highest in the first months of the programme for both instruments and decreases over the observation period (in absolute terms). However, in the case of '*Integration of the Long-Term Unemployed*', significant effects can also be observed after the programme has come to an end: only 46 percent of participants receive benefits after the end of the programme and this level decreases over time to 42 percent 14 months after the end of the programme.

- *Do nationals of other States Parties/foreign nationals have access to such measures? Under which conditions (in particular, is there a condition of residence)?*

Nationals of other State Parties/foreign nationals have access to such measures, if they are entitled to basic income support for jobseekers. In general, a person older than at least fifteen years is entitled to basic income support only if they are capable of work, their habitual residence is in the federal territory of Germany and if they are not able to cover their essential living expenses.

Further, for nationals of other State Parties/foreign nationals additional requirements apply: For example, EU-citizens and third country nationals need to have a right of residence which was not granted solely for seeking employment, admission to university or vocational training. Persons living in the federal territory of Germany for less than three months are not entitled to basic income support if they are not employed or self-employed; most beneficiaries of international protection are exempted from this rule. Persons entitled to benefits under the Asylum Seekers' Benefits Act are not entitled to basic income support for jobseekers.

In the area of unemployment insurance (Book III of the Social Code – SGB III), foreign nationals are treated like German nationals. Access to the German labor market and fulfilling the individual eligibility requirements for the various employment promotion measures are essential prerequisites.

Such a prerequisite is being unemployed: Unemployed persons within the meaning of Book III of the Social Code are persons who are temporarily unemployed, seeking employment subject to insurance contributions, are available to the employment agency's placement efforts, and have registered as unemployed with the employment agency. The employment agency's placement efforts are open to those who can and are permitted to work in a reasonable, insurance-covered job of at least 15 hours per week under the usual conditions of the labor market they are eligible for, can promptly and locally follow the employment agency's suggestions for professional integration, are willing to accept and perform any employment, and are willing to participate in measures for professional integration into working life. The requirements are likely to be difficult to meet for people residing abroad. Exceptions are conceivable for so-called cross-border commuters with previous employment in Germany.

Number of Persons Entering Selected Labor Market Policy Measures in Germany in 2024, by Selected Beneficiary Categories

Categories of beneficiaries	Labor Market Policy Measures												
	Placement budget (Section 44 of Book III)	Measures for activation and vocational integration (Section 45 of Book III of the Social Code)	Support for young people who are difficult to reach (Section 16h of Book II of the Social Code)	Holistic support (Section 16k of Book II of the Social Code)	Promotion of continuing vocational education (course costs, travel costs, costs for accommodation and meals away from home and childcare costs)	Promotion of continuing vocational education (wage subsidies paid to employers)	Back-to-work allowance for employment subject to social insurance contributions (Section 16b of Book II of the Social Code)	Integration of the long-term unemployed (Section 16e of Book II of the Social Code)	Back-to-work allowance for self-employment (Section 16b of Book II of the Social Code)	Benefits for the integration of the self-employed (Section 16b of Book II of the Social Code)	Work opportunities (Section 16d of Book II of the Social Code)	Participation in the labour market (Section 16i of Book II of the Social Code)	Educational measures funded by way of discretionary support (Section 16f of Book II of the Social Code)
	1	2	3	4	5	6	7	8	9	10	11	12	13
Total, including	349.856	918.301	8.703	18.292	323.399	57.546	65.971	2.271	1.122	5.107	101.718	5.511	22.835
Men	176.265	483.284	5.152	9.956	169.644	27.294	39.917	1.534	640	3.122	60.840	3.286	11.955
Women	173.591	435.017	3.551	8.336	153.746	30.243	26.054	737	482	1.985	40.878	2.225	10.880
Foreign nationals	176.107	396.115	2.627	5.325	109.484	20.458	37.227	562	307	1.713	23.423	1.257	11.114
Single parents	32.985	79.075	188	2.402	24.269	3.164	8.314	273	158	502	8.178	713	2.934
Under 25 years old at entry	40.982	147.474	8.621	2.425	22.444	6.252	5.333	18	42	94	5.723	*	5.175
of which: 20 to under 25 years old at entry	25.603	103.889	5.400	1.858	20.583	5.989	4.534	18	41	85	4.264	*	2.972
50 to under 55 years old at entry	28.423	80.555	*	1.656	26.569	4.155	4.796	280	89	577	13.097	905	1.730
Persons with special support needs, including:	241.165	772.261	9.177	24.500	211.697	28.469	56.607	2.926	976	3.970	134.220	6.900	24.168
55 years and older	40.720	116.922	-	2.185	30.483	3.194	4.409	502	94	881	33.946	1.500	2.271
Low-skilled	146.371	473.871	8.308	13.021	140.379	23.864	36.696	1.235	482	2.603	67.685	3.349	16.531
Returning to work (after a break)	4.185	11.513	13	227	6.385	549	737	32	16	31	1.088	74	170
Long-term unemployed before entry	35.636	137.310	700	7.939	26.724	175	12.950	1.031	346	344	24.058	1.523	4.456
Severely disabled	14.253	32.645	156	1.128	7.726	687	1.815	126	38	111	7.443	454	740

Source: Statistics of the Federal Employment Agency; data status: September 2025
*) For reasons of statistical confidentiality, values of 1 or 2 and data from which such values can be inferred are anonymized.