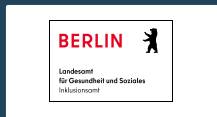


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## The election of representatives for the severely disabled



# 5 Questions and answers ...

## on the election of representatives for the severely disabled



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### 1 What are the tasks of the representatives for severely disabled persons?

The representatives for the severely disabled (German acronym: "SBV") or "confidant" fulfil a very important job: these individuals represent the interests of severely disabled employees and those who are equal to them.

#### Core tasks are as follows:

- The SBV promote the participation of severely disabled people in working life.
- The SBV assist and advises them.
- The SBV ensure that the laws and regulations applicable to severely disabled people are observed.
- In the event of any difficulties, these persons intervene and offer the opportunity for discussion and helpful measures.

The role of SBV is an honorary position (during working hours). The employer may not reduce these individuals' salaries for it.

### 2 Who elects the SBV?

All severely disabled persons and persons with equivalent rights employed in the company are entitled to vote. Temporary employees may also vote for the SBV.

### 3 Who can be elected?

All (not only temporary) employees who have reached the age of 18 on the day of the election and have been employed by the company for 6 months can be elected to the SBV. A person's own severe disability is not a prerequisite. German citizenship is also not required.

### 4 When and how are the SBV elected?

The regular elections take place every four years in the period from 01.10. till 30.11. In companies with less than 50 employees who are entitled to vote, the new SBV are elected in an election meeting. All severely disabled workers and workers with equal rights can participate (during working hours). If there are 50 or more employees entitled to vote in a company, the election is held in writing at a polling station or by postal vote.

### 5 What do I have to do if I want to be elected?

At the election meeting, you can be nominated by any person entitled to vote, or you can nominate yourself. For companies with 50 or more persons entitled to vote, the following applies: You must have yourself nominated by those entitled to vote at the election meeting. To do this, you need the support of 5% of the eligible voters through their signatures, but at least three signatures.



If you would like to know more: You are welcome to contact your competent integration or inclusion office. There you will find free information material → [bih.de/sbv-wahl](http://bih.de/sbv-wahl)

