



National Institute for Public
Administration Germany

May 2025-February 2027

Speyer/Berlin/online

Diversity in the Public Service as Public Value

Measures for more diversity in the public sector

Prof. Dr. Constanze Janda/Helen Hermann

The civil service is essential for the community and the state. The representation of society as a whole in the public service demonstrably promotes its responsiveness with regard to the interests of the population. In addition, the targeted promotion of people with a history of migration offers potential for tackling the shortage of skilled workers in the public service.

While people with a history of migration make up around 30 percent of the total population, this only applies to around 15 percent of employees in the public sector.

In 2010, Berlin's Participation and Integration Act (PartIntG) marked the start of a series of legal initiatives aimed at promoting diversity in the public sector. The integration laws of the states of Baden-Württemberg, Bavaria, North Rhine-Westphalia, Hesse, Schleswig-Holstein and Saxony followed.

In the project “Diversity in the Public Service as Public Value”, the National Institute for Public Administration Germany is investigating the constitutional admissibility and practical possibilities of statutory and sub-statutory measures to promote diversity.

The research results are to lead to a tool box for the administration. In a series of workshops, problem areas of particular practical relevance will be discussed in order to achieve greater legal certainty.



Dates

May 6th, 2025, 10 a.m. - 12 p.m., online

Diversity vs. selection of the best: "Intercultural competence" as a criterion for personnel recruitment and development

More and more public administration bodies are striving for a higher degree of diversity in their workforce. The criterion of "intercultural competence" is often used for this purpose. This two-hour online workshop takes an in-depth look at the possibilities and limitations of taking this criterion into account when recruiting and developing staff.

Andreas Merx, Organizational consultant, diversity trainer, pro diversity

Registration at: <https://www.uni-speyer.de/weiterbildung/weiterbildungsprogramm/-/online-anmeldung>

October 21, 2025; 10 a.m. - 12 p.m., online

Diversity in the public sector: monitoring and data protection

The workshop deals with the requirements for monitoring in the integration and participation laws of the federal states of Baden-Württemberg, Berlin, Hesse, North Rhine-Westphalia, Saxony and Schleswig-Holstein. The specific definition and manageability of the criteria of migration background, migration history or experience of racism as well as data protection principles and the informative value of voluntary information in evaluations will be discussed.

Deniz Yilidirim-Caliman, Centre for Data-driven Empowerment, Leadership and Advocacy (zedela) gUG

Dr. Jonas Botta, National Institute for Public Administration Germany (NIPAG)

Registration at: <https://www.uni-speyer.de/weiterbildung/weiterbildungsprogramm/-/online-anmeldung>

April 28, 2026, 10 a.m. - 12 p.m., online

Diversity in the public sector: mission statement, awareness-raising and training

External impact and organizational development are also of considerable importance for the promotion of diversity. Institutions can therefore benefit considerably from the discrimination-sensitive development of a mission statement and their staff. The workshop deals with the possibilities of designing mission statements, awareness training and further training courses in administration as well as their effect on potential and existing employees.

Sonja Dudek, Senate Department for Labour, Social Services, Gender Equality, Integration, Diversity and Anti-Discrimination and

Helena Kaim, Benedikt Surmann, Center for Diversity in Law at the Max Planck Institute for Comparative Public Law and International Law

Registration at: <https://www.uni-speyer.de/weiterbildung/weiterbildungsprogramm/-/online-anmeldung>

September 24, 2026, 09 a.m. – 15 p.m., online

The integration laws of the federal states an exchange of experiences

The event will take a look at the participation and integration laws in Baden-Württemberg, Berlin, Hesse, Mecklenburg-Western Pomerania, North Rhine-Westphalia, Saxony and Schleswig-Holstein. Topics to be discussed include the concept of “migration history”, long-term planning and impact assessment of integration legislation, individual statutory measures, monitoring and reporting.

Registration at: helen.hermann@foev-speyer.de

20 October 2026, 10 a.m. - 12 p.m., online

Diversity in the public sector: The role of staff representatives

Staff representatives have a tradition of implementing fairness and equal opportunities. Their role is also worthy of consideration when it comes to promoting diversity due to legal authorizations and options for action. The workshop will highlight the legal basis for staff representatives in diversity management and their practical scope for decision-making.

Attorney at Law Michael A. Else, Specialist Lawyer for Administrative Law, else.schwarz Rechtsanwälte Partnership

Christian Zierau, Eimsbüttel District Administration Management

Registration at: <https://www.uni-speyer.de/weiterbildung/weiterbildungsprogramm/-/online-anmeldung>

Februar 2027, NIPAG/Berlin, Seydelstraße 18 in 10117 Berlin

Diversity in the public sector: proposals for a tool box for the administration

At the end of the workshop series, the realizations from the previous events will be summarized in a tool box that administrative staff can use in their daily diversity work. In terms of content, the event will cover a cross-section of legal topics that are relevant for the implementation of diversity promotion measures, such as the institutional and structural anchoring of anti-discrimination measures in the administration.

Registration at: helen.hermann@foev-speyer.de

Registration information

You can register for the face-to-face events at helen.hermann@foev-speyer.de.

You can register for the digital events via the conference office of the University of Speyer at <https://www.uni-speyer.de/weiterbildung/weiterbildungsprogramm/-/online-anmeldung>.

Please note that you must register individually for each event; it is not possible to register for all events in the series together. At <https://www.foev-speyer.de/diversitaet> you will find regularly updated news and information on the events.

Information on the venue/travel

Both venues in Berlin and Speyer can be reached by public transportation. We recommend that you find out about the current connections before you arrive. We look forward to welcoming you in Speyer and Berlin!

Speyer

By car

Coming from the A61, take the B9 at the Speyer interchange. At the Speyer/Dudenhofen exit, follow the signs for Universität until you reach Freiherr-vom-Stein-Straße. The main entrance to the Speyer campus is located here. At the end of the street, turn right into Otto-Mayer-Str. After about 200 meters (at the bus stop) you will find the NIPAG and Chair building with parking spaces.

By local transport

From the ICE train station Mannheim Hbf there is a continuous S-Bahn connection to Speyer twice an hour (S-Bahn lines 3 and 4). The journey takes about 25 minutes. The station is about two kilometers away from the institute. From there, take bus 569 and get off at the "Landesarchiv/-bibliothek" stop.

Berlin

By subway

You can take the subway line U2 to the station "Spittelmarkt". From there, it is 400 meters and only a few minutes' walk to Seydelstraße 18. From Moritzplatz subway station on the U8 line, you can reach us on foot via Stallschreiberstraße in less than ten minutes.

By S-Bahn

You can also reach us with the S-Bahn lines S3, S5, S7 or S9. Get off at "Jannowitzbrücke" station, from there it is about 20 minutes on foot.

By bus

You can take line 248 to “U Spittelmarkt”, lines 147, 165 or 265 to “U Märkisches Museum” or line M29 to the stop “Waldeckpark”. The bus stops are each about 400 to 600 meters or a 5-10 minute walk from the Berlin office.

Please note that the premises in Berlin are not barrier-free.

Data protection information

Registration for an NIPAG event requires the collection, storage and processing of personal data. The NIPAG also uses the administrative organization of the German University of Administrative Sciences Speyer (Uni Speyer) in accordance with § 67 (4) Administrative Universities Act (DUVwG). In this context, data is exchanged between the NIPAG and the University of Speyer. Data will not be passed on to other third parties. By registering for the event, you agree that the personal data you provide may be collected, stored, processed and exchanged between the University of Speyer and the NIPAG in accordance with the above-mentioned requirements. In addition, you agree that your title, name, position, organization and location will be included in the list of participants. This list will be attached to the conference folder of the event you have booked. You can revoke your consent to the NIPAG by e-mail at foev@foev-speyer.de or by telephone on +496232 / 654-382 (NIPAG secretariat) in advance of the event.

Use of photographs

Pictures will be taken during the event. By registering, you declare your consent to the (free) use of these photographs of you for the press and for documentation purposes, e.g. on our homepage, flyers, reports. You can of course object to the use, in which case we will delete the relevant files.