

DRIVING DISABILITY INCLUSION IN COMPANIES

The role of Performance Indicators and
Corporate Sustainability Reporting



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK

Over a Billion Reasons to #CommitToChange

Driving inclusion in companies

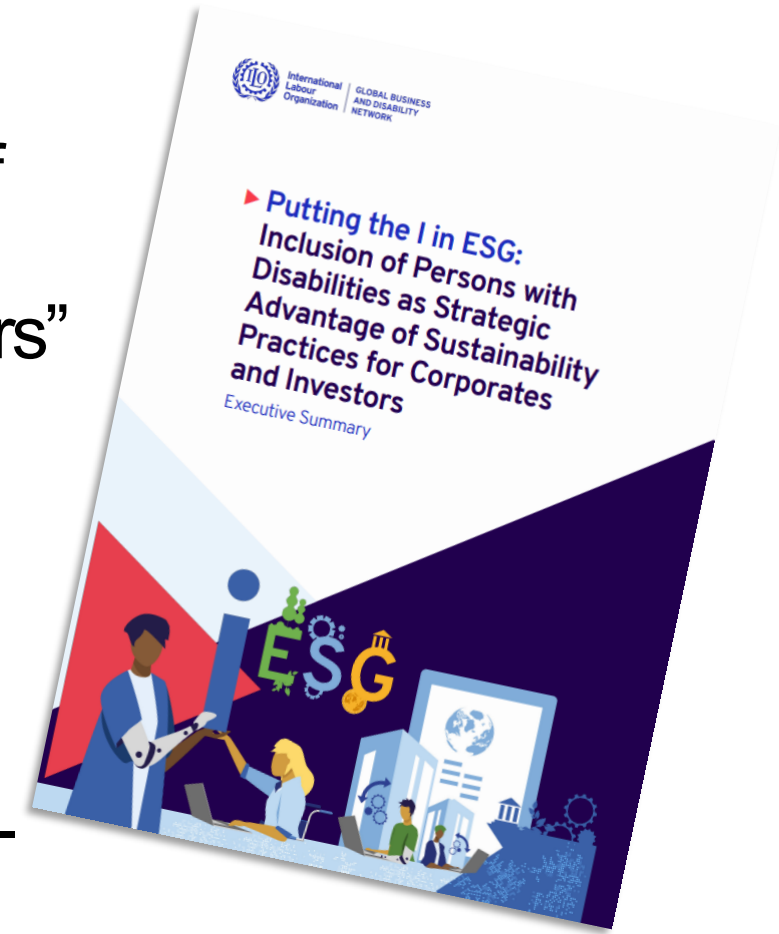
- **Why measuring inclusion in companies?**
 - Stakeholder and standards giving answers
 - Challenges for companies
 - Regulatory ESG reporting as a chance
- **How to get started with the work of performance indicators in companies?**
 - What systems can be used by companies?
 - How can a company start on its own?
 - How can companies be supported?

What is your background?

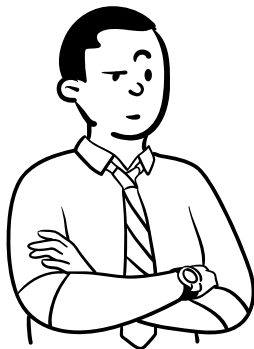
- Governmental Organisation /Regulator
- NGO or Organisation of People with Disabilities (OPD)
- Company
- Investor / Rating Agency
- Other

Technical Guide & Leaders' Pledge

- ILO GBDN guide “Putting the I in ESG: Inclusion of Persons with Disabilities as Strategic Advantage of Sustainability Practices for Corporates and Investors”
 - **Companies**
 - **Investors**
 - **Rating Providers**
- ILO GBDN Business Leaders' Pledge on Disability-Inclusive Sustainability Practices



Challenges for companies



Manage risks and opportunities



**Regulatory compliance and
need to communicate**



**Know the
status quo**



**Build an inclusion roadmap and
show success**

European regulation triggers disability inclusion reporting

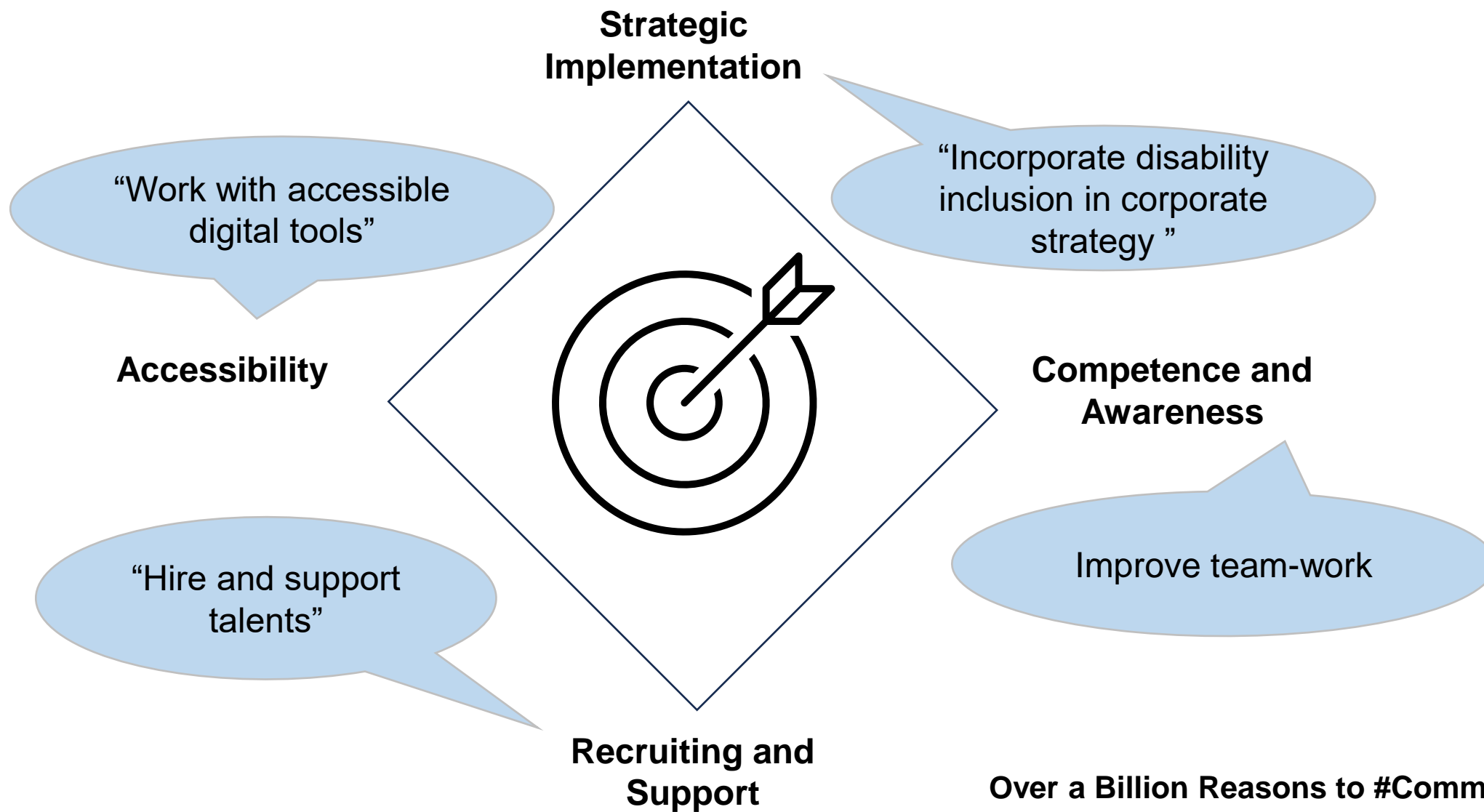


Over a Billion Reasons to #CommitToChange

Driving Inclusion in companies

- **How to get started with the work of performance indicators in companies?**
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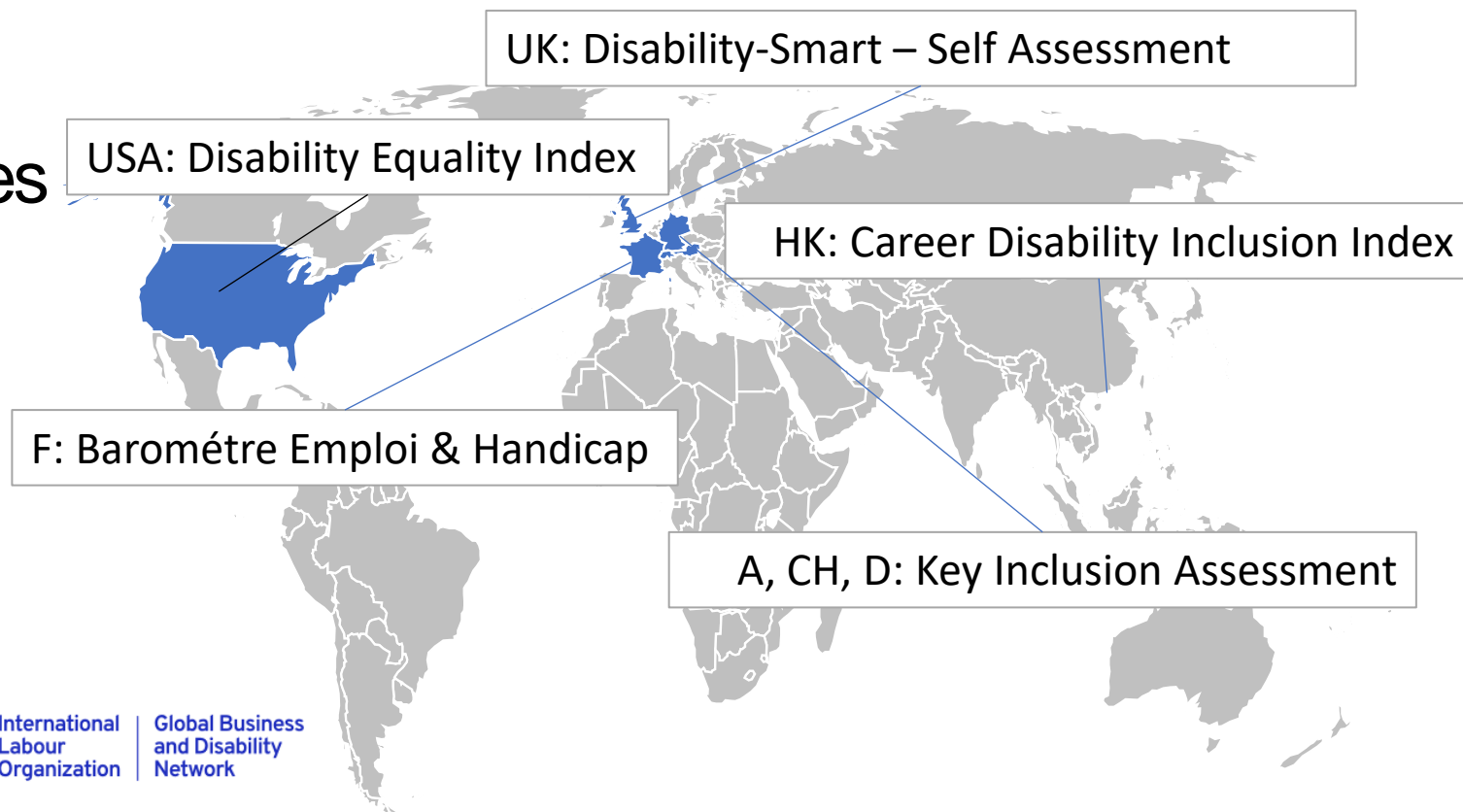
Specify your goals



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Build on international experience

- > 50 systems worldwide assessing D&I in companies
- > 10 systems for reporting on disability inclusion
- International associations support



ILO GBDN guide's ten KPI areas



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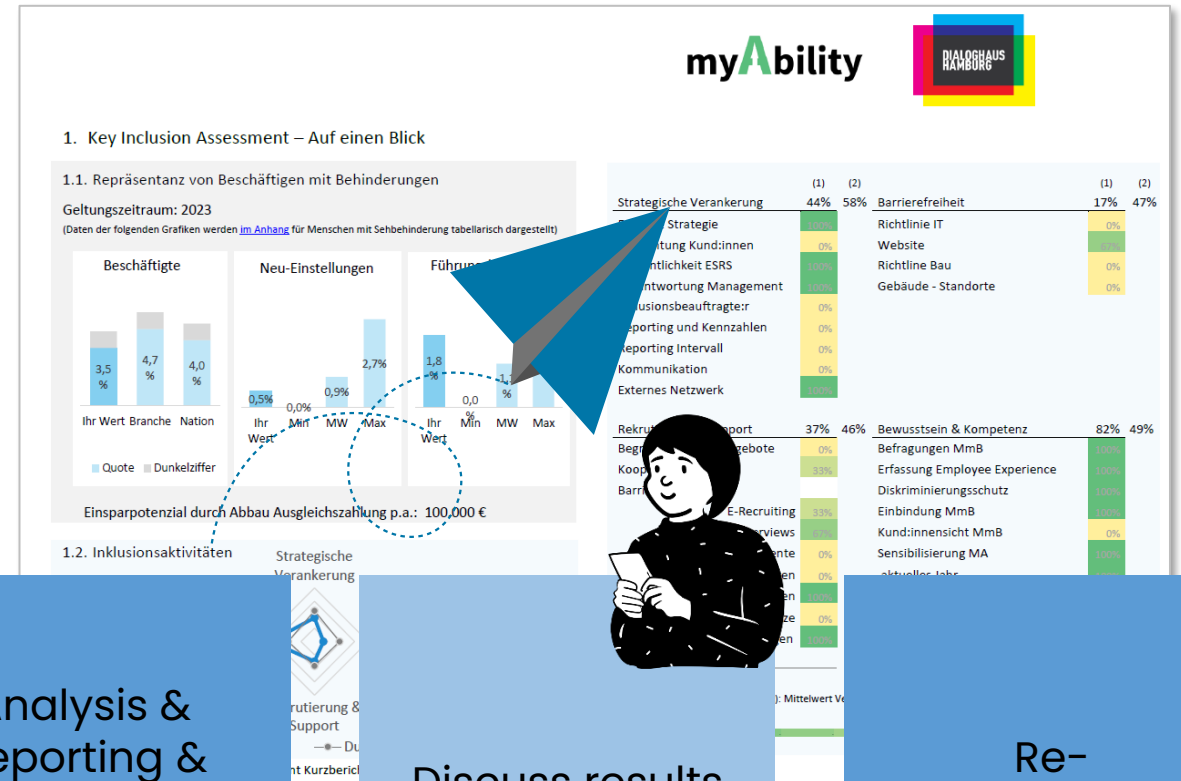
Exemplary Scorecard of the ILO GBDN Self-Assessment Tool



<u>Scorecard</u>	Foundational	Practitioner	Leader
The Fundamentals: Respect, Fairness, Equality, Accessibility*		71%	
Promoting a Disability Confident Best Practice Culture*		74%	
Enabling dignified and equal access for customers with disabilities		61%	
Allyship and Reporting	38%		
Overall Benchmark*		Practitioner 66%	

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Supporting individual steps to build a roadmap



Introduction and
explanation

Support of data
collection

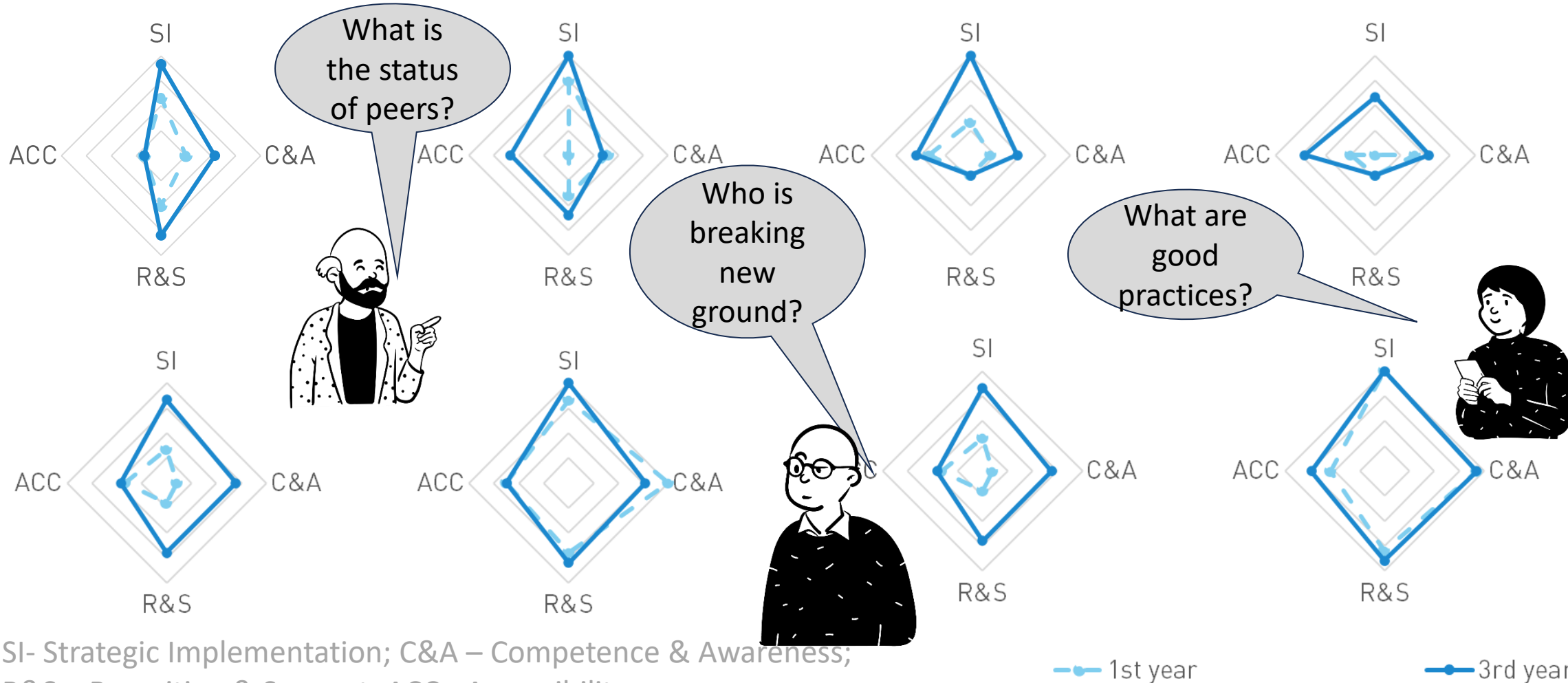
Analysis &
Reporting &
Management
summary

Discuss results

Re-
Evaluation

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Joint search for best practice – it's a network tool



What we have covered...

- **Why measuring inclusion in companies?**
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Guides and tools



[Whitepaper myAbility: Inclusion of people with Disabilities in the Workplace](#)



[Key Inclusion Assessment](#)



[ILO GBDN Guide: Putting the I in ESG](#)



[ILO GBDN Self-Assessment Tool](#)



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