

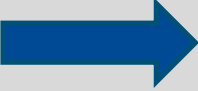
## International study on accessibility at the workplace



## Background

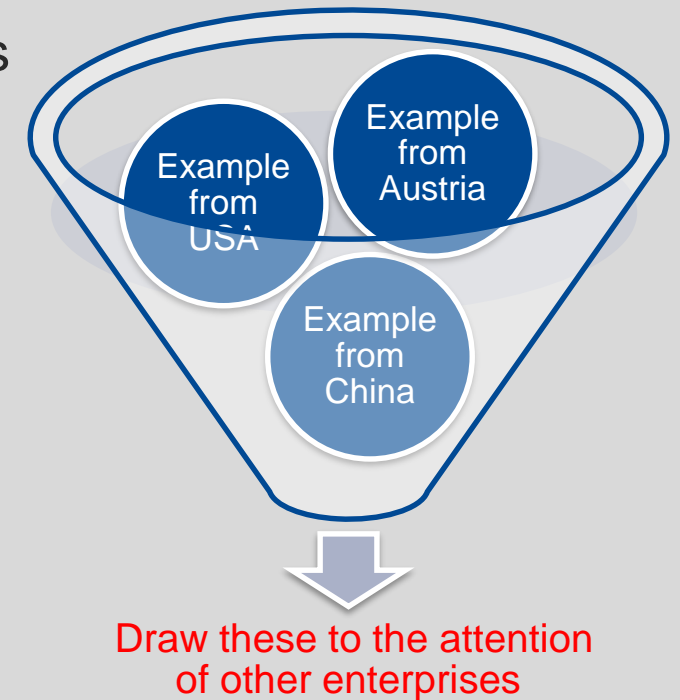
- Implementation of the Article 27 of the UN Convention on the Rights of Persons with Disabilities
- German Federal Government's National Action Plan 2.0
- Commissioned by the Federal Ministry of Labour and Social Affairs
- Conducted by the German Social Accident Insurance (DGUV)

## Objective

 Breaking down barriers at the workplace to improve the access of persons with disabilities to the competitive labour market

Find best practices worldwide, which ...

- ✓ are relevant to the private sector
- ✓ show substantial changes
- ✓ are transferable to other enterprises



## Examples

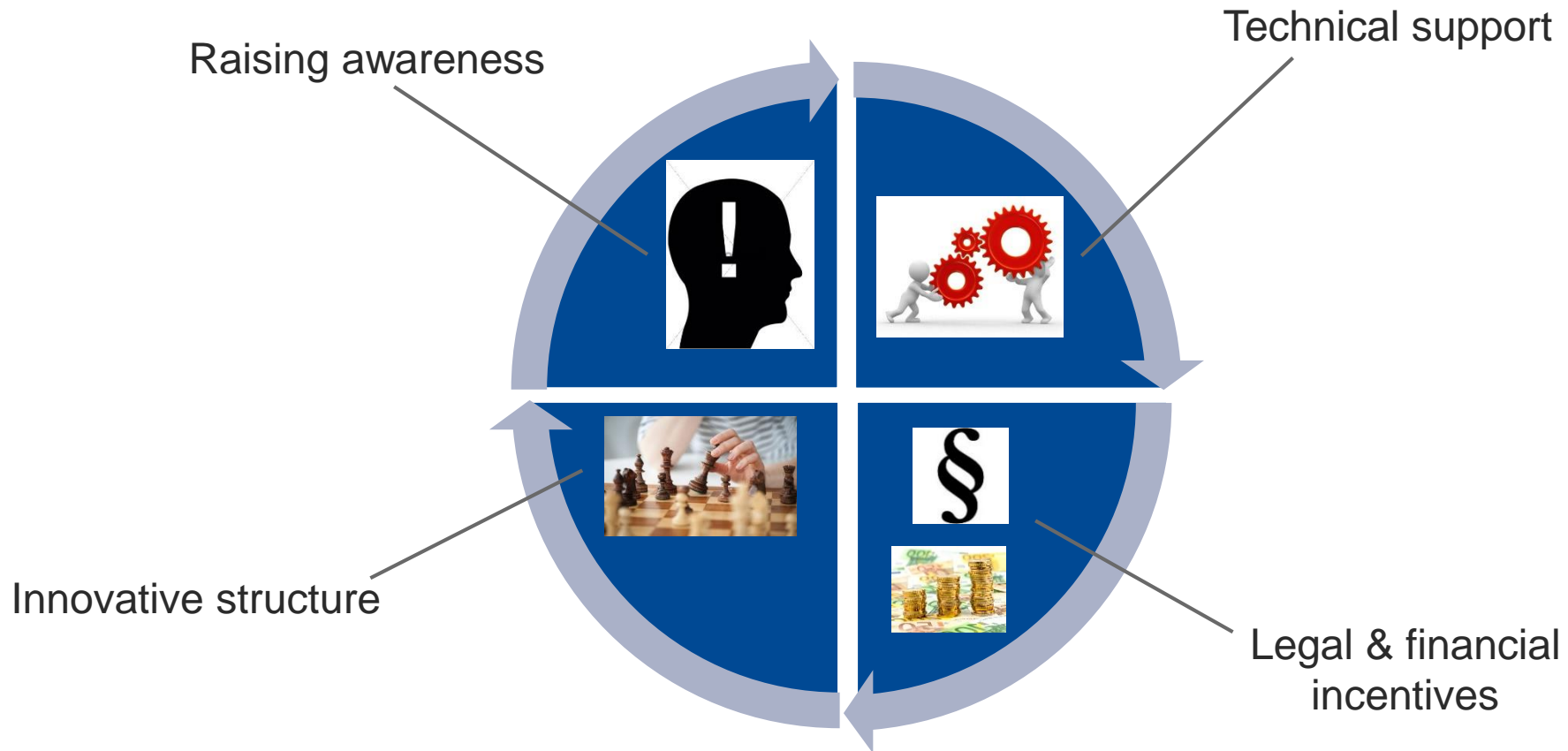


From all over the world



All kind of disabilities

# Examples



## Examples



### Innovative structure

**Land:** Sweden

**Organization / Company:** Scandic Hotels

**Example:** Director Accessibility

**Description:** Creating a new position as “Director Accessibility” at management level to strengthening the position of accessibility and being able to consider accessibility in decisions from the very early beginning.

**Connecting Accessibility with CSR (Corporate Social Responsibility).**

## Examples



### Innovative structure

**Country:** Netherlands

**Organization / Company:** UWV – Public Administration

**Example:** Redesign of business processes

**Description:** Systematical consultation of employers carried out to create new opportunities of employment for PwD and optimizing business processes.

**The Inclusive Work Redesign Method provides a change of perspective by focusing on employers needs besides of enabling individuals (retraining).**

## Examples



### Innovative structure

**Country:** Malaysia

**Organization / Company:** Genashtim

**Example:** Virtual workplace as alternative employment relationship

**Description:** Employees with and without disabilities work from their home-place. There are no offices, no commuting to work and thus no barriers by reaching the workplace.

**Based on State-of-the-Art-technology Genashtim is able to connect persons all over to world in order to deliver services to multinational companies.**



# Examples



## Legal & financial incentives

Land: USA

Organization / Company: Disability:IN & AAPD

Example: Disability Equality Index (DEI)

**Description:** Benchmarking tool assisting employers to evaluate the current situation in terms of inclusion and accessibility in order to build up new strategies and future measures and obtain financial subsidies.

**The Disability Equality Index (DEI) supports companies to identify opportunities for continued improvement and to build a company's reputation as an employer of choice.**

## Request (March, 2018 to October, 2019)

We need your support!

Share the information



Fill in the questionnaire



Provide us personal contacts



# International study on accessibility at the workplace

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