

#ManifesteInclusion

Press Release

18 Novembre 2024

Release of the Guide "Internationalisation of Disability Policies"

A guide to support the international implementation of disability policies!

As businesses increasingly expand globally, how can they implement a disability policy that respects the company's core values, the specifics of its industry, and the culture and legislation of each geographical location?

In response to numerous queries from its members, highlighting a key issue within the network, *Manifeste Inclusion* launched a dedicated working group in 2022 to address this topic.

This group brings together fourteen companies with existing or developing disability policies internationally: Air France, BNP Paribas, Capgemini, ENGIE, Generali, Groupe Renault, L'Oréal Group, LVMH, Orange, Safran, STEF, Thales, TotalEnergies, and Wavestone.

These companies have mobilised their disability champions across their subsidiaries worldwide to gather as much information as possible: demographic, cultural, legislative data, best practices, local association contacts, etc.

Their objective? To pool their resources, benefit from the experiences of their peers, and share these insights with as many organisations as possible.



***Manifeste Inclusion* is pleased to present the "Internationalisation of Disability Policies" guide, the result of this collaborative effort, designed to help businesses develop their disability policies internationally.**

Structured in practical fact sheets, the guide provides an overview of the legislation and cultural perceptions surrounding the employment of people with disabilities in 11 countries worldwide: Germany, Belgium, Brazil, Canada, China, Spain, the United States, India, Italy, Japan, and the United Kingdom. Best practices are also shared to help businesses develop and implement their disability policies across their international subsidiaries.

"We have drawn on both international and national resources to gather concrete information on each country. The content has been enriched by contributions from our country correspondents. The commitment of all the companies involved in this working group makes this guide a highly relevant and comprehensive tool."

Anahi Lafon, Global Diversity, Equity & Inclusion Impact Director at L'Oréal, Co-leader of the working group

The guide is available in both English and French versions, both of which are freely accessible for download on the *Manifeste Inclusion* website: <https://www.manifesteinclusion.org/nos-activites/publications/>

Discover it today and let's take on the challenge of inclusion together, beyond our borders!

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To Learn More

About *Manifeste Inclusion*

Since its creation in 2019, *Manifeste Inclusion* has been mobilising business leaders and their organisations in support of the employment of people with disabilities.

By signing the #ManifesteInclusion Charter, companies commit to implementing proactive policies across a range of key areas: recruitment practices, welcoming and including young people, integrating digital accessibility, international development, collaborations with the sheltered and adapted employment sector, and more.

The mission of the association? To promote the exchange of experiences and innovative practices in businesses, to advance inclusion within organisations, and to work towards making diversity a strength, by engaging all employees.

Both a leaders' club and a network of experts, *Manifeste Inclusion* works hand-in-hand with its members and the disability ecosystem to drive change in the employment of people with disabilities.

Among the active working groups, we can highlight:

- **Internationalisation of Disability Policies:** Supporting businesses in developing a disability policy in their international subsidiaries that aligns with their values and is adapted to local contexts.
- **Digital Accessibility:** Raising awareness and facilitating the integration of digital accessibility in businesses to ensure universal access to digital tools, which are essential for autonomy and professional integration.
- **Youth Employment:** Supporting young people with disabilities in their professional journeys and helping them access the job market more easily.

Today, around one hundred companies from various sectors have signed the *Manifeste Inclusion* and joined the association.

The 10 Commitments of *Manifeste Inclusion*

1. To welcome students with disabilities into our companies, starting from their third-year work placements, to help them clearly envision a professional future and guide their academic choices.
2. To ensure access for students with disabilities to the business world, particularly through apprenticeships, work placements, and internships.
3. To guarantee an interview for all job candidates with disabilities who meet the profile and qualifications for available positions.
4. To regularly carry out internal awareness-raising activities to combat stereotypes and discrimination towards people with disabilities.
5. To engage all new employees in disability issues within the company during their onboarding and integration process.
6. To optimise access to company tools, especially digital tools, for people with disabilities.

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7. To integrate “digital accessibility” into the design of information systems master plans and the development of digital solutions.
8. To expand economic commitments with Adapted Businesses, Sheltered Employment Facilities (ESATs), and Disabled Independent Workers, with the aim of entrusting them with orders and subcontracting tasks that meet our quality standards.
9. To develop pathways for integrating people with disabilities into all businesses, through collaboration with adapted businesses and ESATs.
10. To incorporate social criteria related to disability and inclusion into tender processes and prerequisites, in order to involve all our partners in this inclusive approach.

www.manifesteinclusion.org