

Business, Disability and Corporate Social Responsibility

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Current position:

- 6.9 million (18%) disabled people working age - 16 to 65
- Numbers will increase – no compulsory retirement age and ageing population
- 47% disabled people in work
- 77% non-disabled people in work

UK no longer uses:

- Employment quotas
- Sheltered employment
- Sheltered workshops
- General subsidies for disabled employees

UK legislation:

- Includes employment of disabled people
- No requirement to employ disabled people
- Seeks to level the playing field

Employer' assumptions:

- Adds to costs
- Take too much time off
- Aren't as good
- Aren't liked by customers and colleagues

Business case:

- Recruit from broader talent pool
- Aging population = more disabled people
- Better customer care = more customers
- Reduces staff turnover

Business case (continued):

- 1 in 3 people acquire disability aged 50 - 65
- Improves staff morale
- Positive impact on image
- Increasing requirements of partner organisations

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