



the global voice of
the legal profession®



the global voice of
the legal profession®

Beyond flexibility: reaping the benefits of a disability confident workforce

Session chairs:

Yvonne Frederiksen, Norrbom Vinding, Copenhagen, Denmark;
Conference Quality Officer, Diversity and Equality Law Committee

Carol Zhu, Zhong Lun Law Firm, Shanghai, China;
Secretary, Diversity and Equality Law Committee



Speakers

Abbey Dalton, Solicitor, Victorian Government Solicitor's Office,
Melbourne, Australia

Marie Clare Le Chevalier , Associate Director Compliance & Corporate in
Accenture, Hispanic South America & Mexico, Buenos Aires, Argentina

Donald Robert Houlin, General Manager HR in Arcor Group, Buenos Aires,
Argentina

Sebastián Lopez Yañes, Regional Talent Performance Domain Lead in
Cargill, Latin America, Buenos Aires, Argentina



United Nations Convention on the Rights of Persons with Disabilities - definitions

Article 1

“Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”

United Nations Convention on the Rights of Persons with Disabilities - definitions

Article 2

““Discrimination on the basis of disability” means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation;”

United Nations Convention on the Rights of Persons with Disabilities - definitions

Article 2

““Reasonable accommodation” means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms;”

United Nations Convention on the Rights of Persons with Disabilities - definitions

Article 2

““Universal design” means the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. “Universal design” shall not exclude assistive devices for particular groups of persons with disabilities where this is needed.”

United Nations Convention on the Rights of Persons with Disabilities - definitions

“Person with disability” or “disabled person”?

Legal obligations for employers

Many countries have implemented different levels of legal obligations for employers

- Protection against discrimination of employees/applicants with disabilities
- Obligation to provide reasonable accommodation for employees with disabilities
- Quotas for employees with disabilities

People with disabilities are less likely to be employed

Only one in three people with disabilities is employed on average. Significantly, they are two times less likely to be employed than people without disabilities.

Source: ILOSTAT · [Get the data](#)



- 1) How has your organization addressed the challenge to reduce the employment gap between persons with disabilities and non-disabled persons (locally/globally) – and has the increased focus on the ESG agenda changed the approach?

2) Based on your experience – what is the **most important learnings** if an organization is going to succeed in reducing the employment gap for disabled employees?

- Do you agree with Abbey that many of the **barriers** to employment are attitudinal?
- What are the **prejudices/stigmas** that need to be addressed and how do you address them in the best possible way?

- 3) Have you experienced any positive effects of the rise of **flexibility in the way we work** following the COVID-19 pandemic – and/or do you see any unused potential here?
- And are there – in your opinion – any pitfalls when it comes to **flexible working** as a preferred working arrangement for employees with disabilities?

- 4) As mentioned in our introduction to the topic some countries have implemented **quotas** for employees with disabilities that employers are under an obligation to comply with.
- Do you have experience with quotas in the countries where your organization is operating **and** what do you see as the pros and cons of quotas for employees with disabilities?

- 5) Do you see any **potential new/additional initiatives** – law, soft law, organizational – that may in the future (in your opinion) further reduce the employment gap for persons with disabilities?

Questions?

