



Companies, aim for the inclusion of people with disabilities in your teams!

Do you want to recruit more people with disabilities and better integrate them into your teams? Humanity & Inclusion (HI) offers you a series of “good practices for inclusive employers” based on the successful experiences of companies around the world. They are classified according to the five dimensions of an inclusive company, listed opposite.

Policies & Leadership



HR & Management

Internal Culture

Physical & Digital Accessibility

Tailored Partnerships

Adapting job conditions to avoid discrimination

Alfamart's experience in Indonesia



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Issue at stake

Sometimes it can seem very difficult for companies to access a talent pool of people with disabilities whose profiles are adapted to their hiring constraints.



Good practice

Solutions implemented

Alfamart* noted that people with disabilities tend to graduate late from school. To ensure non-discrimination during hiring, the company reviewed its job-opening conditions to ensure that they were accessible. The HR staff also conducted “reasonable accommodations” to adapt the positions for its employees with disabilities. This involved:

*PT Sumber Alfaria Trijaya, Tbk



Implementation steps

1

Creating partnerships with disabled people’s organisations (DPOs).

2

Organising a meeting between the HR department and DPOs to discuss inclusive employment approaches and methods for individual needs assessment.

3

Reviewing the regular recruitment policy so that it does not discriminate against people with disabilities. For example, they reviewed the recruitment age so that people who graduate late from school could apply.

4

Providing training for HR staff to ensure that they consider the individual needs of each candidate and employee.

5

Setting up adapted tools in collaboration with employees, such as providing modified chairs to allow everyone to access the shelves.

Necessary means & success factors



Discussing the topic of reasonable accommodations at various stages of the recruitment process (sourcing, job posting, initial interviews, etc.);



Regular communication between the company and DPOs to inform them of job offers.

Outcomes



Seven people with disabilities were hired on permanent contracts;



The company became an active member of the Indonesia Business Disability Network (IBDN), a network of companies committed to disability inclusion.

To go further



From 2022, HI can advise you on your inclusion journey through its “Inclusive Employer” technical assistance. Contact us now to find out more!

Website: <https://hi.org/ita> | Email: ita@hi.org

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