

# What companies should do to support the rights of people with disabilities



United Nations  
Global Compact



International  
Labour  
Organization



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# Who we are



**United Nations**  
Global Compact

We are called the **United Nations Global Compact**.



International  
Labour  
Organization

And the **International Labour Organization (ILO)**.



Our work is to do with companies, jobs and human rights.

We help companies work in a good and fair way for everyone.



And we help make sure that workers are treated fairly and get their human rights.

# About this information



This information is for people with disabilities.

It will help them know their rights and what companies should do to support them.



People with disabilities may work for companies.



Or people with disabilities may buy things from companies or do business with them.



People with disabilities have rights when this happens.

# What rights do people with disabilities have?



There are rights that everyone in the world has.

They are called **human rights**.



For example, everyone has the right to:

- be safe and healthy
- be treated fairly
- work and go to school



There is a document about people with disabilities and their human rights.

It is called the **UN Convention on the Rights of Persons with Disabilities**.



It is an important document.  
Lots of countries have agreed to do what it says.



Companies should also make this document part of their work.

They should help make sure that people with disabilities get their rights.



It is good for companies to do this.  
It helps people with disabilities and companies do well.



There are other laws and rules that help companies work in a fair way.

For example, there are some rules called:

- the UN Guiding Principles on Business and Human Rights
- the UN Global Compact Principles



# What should companies do to support people with disabilities?



Here are some things that companies should do to make sure people with disabilities get their rights.

## 1. Make the rights of people with disabilities part of their work

To do this companies should:

- Make a document about human rights.

The document will show people what the company will do about people's human rights

- Look at how the company works to see if there may be problems for people with disabilities
- Work to solve any problems





## 2. Give staff training about people with disabilities and their rights

For example, the training could be for staff who:

- work with customers
- make decisions for the company



## 3. Change things for people with disabilities if they need to

This is called making **reasonable accommodations**.

For example, someone with a disability who wants to work for a company may need:

- an easier way to apply for a job
- someone to support them at work
- a special computer or chair
- training courses that are easy to take part in







A customer with disabilities may need easy information or buildings that are good for wheelchairs.

Companies do not have to change everything.

For example, if it costs too much or will not help people with disabilities get their rights.

But companies should do what they can to make things easy for people with disabilities.



Companies could also:

- Work with staff with disabilities to make a plan about what needs to change.

For example, this could be buildings, websites or company rules



- Ask people with disabilities for advice and training



## 4. Make it easy for people with disabilities to work there

Companies should make it as easy as possible for people with disabilities to:

- apply for a job with them
- work for them and do well
- stay working for them if they get a disability after they start work there



Companies can do many things to help with this.

For example, companies could:

- Ask people if they need extra support to apply for a job or work there
- Make information about a job easy to understand





Companies could:

- Stop asking people to have medical tests unless they need to



- Keep medical information private



- Look at ways to give more people with disabilities a job



- Always think about what people with disabilities need.

For example, when they make plans, buy new equipment or change their buildings



- Think about different ways to work.

For example, it may be easier for some people with disabilities to work from home

## **5. Make their services and things they sell easy for people with disabilities**

For example, companies could:

- Make their information and websites easy for everyone to understand



- Use good pictures and videos of people with disabilities in their public information



- Make sure new services and products to sell are easy for people with disabilities to use



Companies could also:

- Work with more companies run by people with disabilities



- Help with other projects and plans that make life better for people with disabilities



**6. Make it easy for people with disabilities to complain if they don't get their rights**



# Some good ideas that are already happening

Here are some good ideas that companies are working on:



- Helping more people with disabilities work for companies and get good support and training at work.

For example, helping people with autism to work in computer jobs.



- Training for staff at sports centres to help them support customers with disabilities.



- Making it easier for staff to get support at work if they feel upset or worried.







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