



Austrian CSR Manual.

Employment of People with Disabilities (PwD).

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Regulatory Framework in Austria to employ PwD

- Obligation to employment or compensation tax
 - Per 25 employees one employed PwD
 - Tax: € 248,-- till € 370,- per not employed PwD
- Protection against dismissal for PwD
- Financial benefits and subsidiaries
 - e.g. tax reduction, incentives for trainings

Basic reasons for companies to hire PwD

- Personal experience with PwD
- Reduce monthly money tax to the regulatory fund
- Gaining financial benefits when hiring PwD
- Incentives for workplace modification and trainings
- Improve working situation to keep staff employed
- Boost image of companies
- Long standing CSR tradition in large-scale companies

Five Fields of Action for CSR Measure¹



¹ Based on LSI Group Global Consulting and respACT

² Not part of the presentation

Details – Leadership



- Management commitment, corporate culture and leadership by example
 - e.g. commitment to PwD
- Strategy, implementation and risk management
 - e.g. legal aspects, analysis as-is situation, strategic planning
- Communication and transparency
 - e.g. accessible & non-discriminative communication
- Stakeholder relations
 - e.g. involvement of PwD

Details – Marketplace



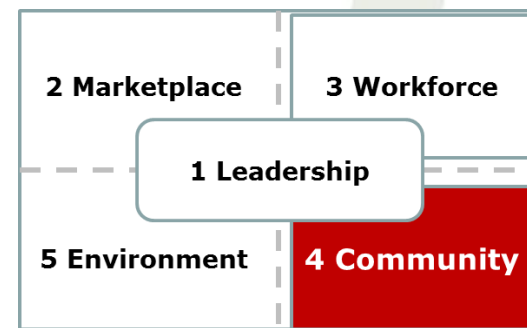
- Business relations
 - e.g. responsibility towards people in the market, non-discriminative marketing / marketing to the disabled
- Products and services
 - e.g. accessibility / design for all
- Innovation
 - e.g. early adopters
- Value chains
 - e.g. inclusive value chain management

Details – Workforces



- Compensation and working hours
 - e.g. adequate payment, job-sharing / part-time jobs
- Employee rights and occupational safety and health
 - e.g. health and wellbeing of PwD
- Employee development and training
 - e.g. human relations policies
- Diversity and equal opportunity
 - e.g. diversity dimension “Disability”

Details – Community



- Human rights and cultural diversity
- Development cooperation and the fight against poverty
 - e.g. cooperation with local PwD-NGOs, philanthropy
- Social commitment
 - e.g. social action
- Buying from local communities
 - e.g. buying products from local PwD-NGOs

Good Practice – Consulting “Service for Companies”

- Project funded by the Austrian Federal Government and the European Social Fund (ESF)
- Project running time: Between 2008 and 2011
- “One-Stop-Shop” for companies
 - Consulting in questions of financial support, legal and other matters in regard of employing PwD
- 500 companies were visited in Vienna
- 120 companies actively used this consulting

Good practice Austria (1/2)

- Reduce legal obstacles for apprenticeship training
 - e.g. health care (nursing), mechatronic
- Core Business requires PwD
 - e.g. equalizent, IBM, SAP
- Common language
 - e.g. bilingual office language
- Programs “Investment into employees”
 - e.g. investments in healthy from banks

Good practice Austria (2/2)

- Diversity- and inclusion programs
 - e.g. international banks
- Implementation of role models
 - e.g. celebrities
- PwDs enlarge core business
 - e.g. equalizent: Consultancy for companies to employ PwD

Good practice methodology

Management commitment requires management tool to show optimization potential and benefits.

1. Evaluation of as is situation

- Data & Facts, Survey of employees, good practice

2. Scoring

- Value the as is situation based on logical scoring parameters

3. Benefits for organisation

Good practice methodology

- Evaluation of as is situation
 - Appreciation between colleagues & from bosses
 - Equality of opportunity – further education & carrier
 - Providing required work equipment
- Benefits beside legal, skills, know-how
 - Teambuilding & Self-learning Organisation
 - Increase innovation capacity
 - Increase working atmosphere
 - Increase motivation of employees