

# Workplace inclusion: How are companies incorporating people with disabilities?

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## Body

Since 2018, all companies and public entities with more than 100 workers must reserve 1% of their jobs to hire people with disabilities, as established by the Inclusion Law.

And while most companies already comply with this requirement, either by hiring staff or through alternative measures, -how donations-, little is known about the jobs held by this type of workers and what is the value they have added to the firms to which they have been integrated.

"Hiring people with disabilities has positive repercussions, both internally and externally, and brings benefits both to people with disabilities and to the company itself," says Lisette Provoste, manager of Development, People and Culture at Trabajando.com.

For her, inside the organizations, "the pride of belonging to a place that respects and integrates people with disabilities is developed. And externally, although not everyone's reaction can be predicted, the vast majority tend to have a favorable view and support this type of business initiative.

### **What are they doing?**

María Inés Gómez, corporate vice-president of people and communications at Molymet, says that the company has people with disabilities working in different areas of the company, such as communications, maintenance, human resources, among others.

According to the spokeswoman, by 2022 they plan to go beyond compliance with the inclusion law, for which they are developing a Diversity, Equity and Inclusion (DEI) strategy.

"Promoting a diverse, equitable and inclusive culture will help us to strengthen productivity, innovation and the commitment of our employees, as well as our role in society in line with our strategic objectives, values and purpose", adds Gómez.

The Asociación de Empresas de Seguridad Privada y Transporte de Valores (Aseva) explains that several companies have created internal programs that include personnel with disabilities for functions such as security guards, surveillance camera monitors, access control, camera analysts and investigators, and for positions in the administration area.

According to Patricio Undurraga, president of Aseva, their incorporation has had a positive impact on the service. "For example, we see that in some cases in their roles as monitors, for example, they increase security efficiency by diversifying the fields of vision, since there are guards who use wheelchairs, which allows them to observe from other angles," he says.

Walmart Chile is another company that has been incorporating this type of person into its teams for

some time. According to Denisse Goldfarb, the company's vice-president for people, people with disabilities perform various functions within the company, such as customer service, customer service, stocking, operators, supervisors, managers, analysts, consultants, among others.

"For ten years we have had a solid Diversity and Inclusion policy that has allowed us to promote the necessary structural changes so that all our employees can develop under equal conditions," says Goldfarb.

Rosalía Vera, leader of communications and corporate affairs at Roche Chile, assures that all workers perform equally in the organization, regardless of their different abilities or positions.

In the case of people with disabilities, she says that with regard to their training, "what we always seek is to provide the best tools to facilitate their work in our organization, delivering the appropriate inductions in a personalized way".

### **The benefits**

From Trabajando.com, they emphasize that the incorporation of this type of workers has several positive implications.

In this line, Provoste assures that several experiences, both in the public and private sectors, show that workers with disabilities can be very effective and efficient in the performance of their work. "If the search and selection process for workers was adequate, taking into account both the requirements and demands of the position, as well as the possibilities and limitations of the candidate's disability, it is very likely that the person will have better tools to deploy his or her full work potential," he explains.

## **Classification**

### **Industry:**

Disabled Access (73%), Cameras (62%)

### **Subject:**

Recruitment & Hiring (93%), Diversity & Inclusion (92%), Disabled Workers (90%), Workplace Diversity & Inclusion (90%), Disabled Persons (89%), Society, Social Assistance & Lifestyle (79%), Company Strategy (78%), Human Resources (78%), Managers & Supervisors (78%), Disabled Access (73%), Customer Service (72%), Surveillance (67%), Surveillance Technology (62%)

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