



## Financial Potential of Disability Inclusion

There are many opportunities and benefits for businesses that actively incorporate the consideration of People with Disability needs into all business spheres. At a time when there are more job vacancies than workers in several countries, businesses are realizing the advantages of recruiting from a diverse and inclusive talent pool.

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Companies advancing Disability Inclusion are also achieving significant gains in profitability, value creation, and shareholder returns. However, some companies have still not recognized the importance and potential business benefits of hiring Persons with Disabilities.

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According to the ILO, in Asia and the Pacific, there are an estimated 472 million Persons with Disabilities of working age. Only about a third of working-age Persons with Disabilities are employed, approximately half of the corresponding share of Persons without Disabilities.

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The research shows that, on average, more Inclusive companies are twice as likely to have higher total shareholder returns than their peers. Additionally, companies that have become more inclusive over time are four times more likely to have total shareholder returns that outperform those of their peer group.

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Regarding profitability and value creation, these companies achieved 28% higher revenue, double the net income and an average of 30% higher economic profit margins over the four years analyzed. These gains more than offset the cost of accommodating Persons with Disabilities.

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A separate study by the Job Accommodation Network revealed 49.4% of workplace accommodations cost nothing to implement. In contrast, the remaining median one-time cost expenditure reported by the employer was USD 300 per person.

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