



## 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

## Facilitate the mobility of your employees with disabilities



### Gourmet Collection and Alfamart's experiences in Indonesia



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### Issue at stake

Some companies are located in remote areas with poor access. On the other hand, others are concentrated in a business district that is very busy during peak hours. This can make it very difficult for workers with disabilities to get to their workplace.



# Good practice

## Solutions implemented

Gourmet Collection and Alfamart (PT Sumber Alfaria Trijaya, Tbk) have found solutions to make it easier for employees with disabilities to get from home to work.



## Examples of activities implemented

1

### Gourmet Collection

facilitated flexible work shifts to make easier the use of public transportation by persons with disabilities. Using the transportation out of the peak hours make their access to workplace safe.

2

### Alfamart

assigned employees with disabilities to the stores near their homes to reduce physical barriers related to transportation.

## Necessary means & success factors



Senior management commitment;



Discussion with employees with disabilities to find out their needs.

## Outcomes



Going to the workplace is not a difficulty anymore for workers with disabilities;



Gourmet Collection hired five persons with disabilities as regular employees, who can go to work safely;



Alfamart hired seven persons with disabilities working near their home.

## 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](mailto:ita@hi.org)



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