

PROMISES OR ACTIONS?

Is inclusion **measured** by promises or by actions?

A **written policy** means little if employees with disabilities still face **barriers at work.**





WHY INCLUSION COUNTS

Inclusive workplaces
drive creativity,
innovation and
performance.

For employees with
disabilities, **real
belonging** goes
beyond legal
compliance.



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REALITY CHECK

Interviews in Belgium
and France reveal a
persistent gap between
intention and practice.

All companies claimed
commitment, yet
disability inclusion
remains **uneven**.



WHEN WORK GETS HARDER

Cognitively demanding jobs create **opportunities for some** but **major hurdles for others** with intellectual disabilities.

Remote work helps mobility challenges, but can also exclude different needs.

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A photograph of two men in an office environment. In the foreground, a man with short brown hair, wearing a light-colored button-down shirt, is seated in a wheelchair and looking towards the right with a smile. Behind him, a younger man with short dark hair and glasses, wearing a white t-shirt under a grey jacket, is also smiling and looking in the same direction. The background shows a modern office interior with a large circular light fixture on the ceiling and a warm-toned wall.

THE POWER OF MANAGERS

Managers are crucial
to making **disability**
policies real.

Their **active role** in
adapting tasks and tools
can transform team
culture.

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STRENGTH IN PARTNERSHIPS

Working with **disability-focused organisations** helps companies recruit and support talent.

It also **pushes suppliers and partners** toward accessibility.

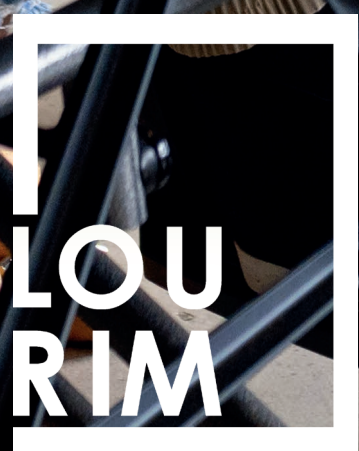




MAKE INCLUSION REAL

Accessible communication channels, strong partnerships and engaged managers turn promises into reality.

Inclusion is not written: it has to be experienced every day.



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