

Infosys: supporting the career development of employees with disability

Until recently, Infosys has concentrated on improving workplace accessibility, processes and systems for people with disabilities. Now, however, it is focusing on inclusion in the workplace and, in particular, on how to improve the career development of disabled employees.

Infosys conducted a study of employees with and without disabilities in India. It used a series of interviews, group discussions and an online survey to examine how to boost career opportunities.

One of the key findings from the study was that disabled employees felt that more needed to be done to support their aspirations and career development. This and other findings that emerged from the study informed the company's new disability inclusion, **Practice Guidelines**.

The guidelines were drafted following consultation with, among others, Infosys senior management, business leaders, human resources and the employee resource group, Infyability. They cover the recruitment, retention and advancement of individuals with disabilities within the company.

The guidelines also include a checklist to enable departments and teams to monitor the career progression of employees with disabilities. Infyability, which comprises employees with and without disabilities, takes part in the quarterly review process. Its input is invaluable in enabling the company to learn directly from the experience of disabled people, and to help the guidelines achieve their aim.

What Infosys has learned from drafting the Practice Guidelines:

- Involving all parts of the organisation in developing guidelines is important
- The experiences of employees with disability are critical in drawing up guidelines
- Publishing guidelines and policies, which demonstrated the commitment of the company to building an inclusive workplace, encourages employees with disability to express their views and concerns
- Change is gradual but, already, awareness of disability issues is growing. Departments are now more open and comfortable about discussing inclusion and relating it to their day-to-day practice

About business disability international



bdi

a unique, global, business-led consortium working to the mutual benefit of business, people with disabilities, and the societies and economies in which businesses operate. It was founded by Barclays, GSK and Infosys, together with Susan Scott-Parker OBE.



bdi enables its member companies to:

diagnose and address the systemic implications of disability on their business as it affects their worldwide customers, colleagues, potential colleagues and wider stakeholders

jointly fund a cost-effective, central resource with unique business-disability experience



bdi does this by asking:

“What does global HQ need to say and do, to enable national leaders to deliver the consistent best practice that, in turn, delivers both business and societal benefit?”



bdi pioneers:

practical business-to-business collaboration, learning and influence, making it easier to deliver worldwide the best practice we brand ‘disability confidence’

Learning directly from disabled people: A toolkit for global business

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