



Creating an
Enabling Environment
for Staff with Disabilities
in the World Bank Group

International Day of Persons with Disabilities
"Disability-Inclusive Sustainable Development"

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Aims

- To describe the Health Services programs (World Bank Group's) to support people with disabilities in the workplace
- Guideline and Procedures
- Occupational Health Services
- Return to work, accommodations, workplace evaluations



The World Bank Group's Goals Are...

- To be a leader among the international organizations on disabilities, as part of our overall commitment to diversity and inclusion
- Bank buildings worldwide are designated as accessible buildings
- Resources available for meeting needs of staff who have a disability
- Systematic approach to addressing the needs



The Current Approach

- Policy- Established Guideline Document
- Accommodations—Disabilities Accommodation Fund (DAF) to centrally reimburse cost of accommodations
- Career Development— Equal opportunity
- Infrastructure and Services—Ensuring accessible facilities and services
- Technology—Established Assistive Technology Program and Center to provide products & services for staff with physical & sensory limitations
- Communications/awareness-raising—Publish articles in intranet news, produced video & resource guide, organize roundtables & events



Commonly-Asked Questions

- *How do we define disabilities?* Different definitions are used for different purposes, but all generally encompass physician-documented mental or physical conditions that have an impact on workplace activity.
- *How many disabled staff are there?* We don't know, since disability is a self-reported characteristic and we don't ask at present
- *What are we doing to hire more disabled people?* Nothing to hire people just because they are disabled...but everything to make us an employer of choice when the best candidate is disabled—People with disabilities are not special people; they are people with special needs.