

# **'Collecting Global Employee Disability Data – the challenges and enablers for global disability-smart organisations'**

This document is part of series that summarise key considerations and successful approaches to collecting Global Employee Disability Data from our research sponsored by HSBC. You can access the full report at: [businessdisabilityforum.org.uk/knowledge-hub/resources/towards-a-disability-smart-world-global-disability-inclusion-strategy-report/](https://businessdisabilityforum.org.uk/knowledge-hub/resources/towards-a-disability-smart-world-global-disability-inclusion-strategy-report/)

## **1 Key consideration one: Why do organisations collect Global Employee Disability Data?**

- Global organisations collect or aspire to collect global employee disability data for a range of reasons, from legal compliance to talent maximisation. These can be grouped under the following main categories:
  - Counting: understanding workforce composition
  - Improving the workplace: understanding what needs to improve
  - Generating insights: uncovering people's stories and experiences.
- Organisations should carefully consider how they will use the data they are collecting, to improve the working lives of people with disabilities.
- It can help to start with the end in mind. Agree the ultimate intention about global workplace disability inclusion and 'work back' from that aim, considering what global data collection can provide.
- Organisations can then identify their data requirements to support that goal. These will include the necessity to comply with legal obligations but should also include more aspirational aims around improving organisational culture and the enablement of employees with disabilities.

**// Without data, you don't know where to act and how to prioritise your budget and initiatives."**

Research participant.

Respondents to the research survey gave the following as their top three reasons for collecting Global Employee Disability Data:

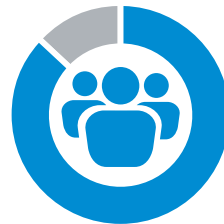
**89%**

**"To advance the inclusive culture of our organisation".**



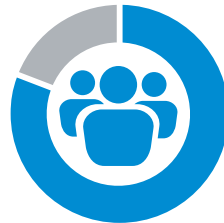
**86%**

**"To understand how many employees have a disability".**



**84%**

**"To encourage more employees to share that they have a disability".**



Where organisations were not collecting any global disability data, we asked them 'why not'? The most commonly occurring responses were all related to the logistics or practicalities of data collection:



**33%** said "We do not have a system to request or store the data".



**22%** said "We do not have a consistent global definition of disability, which prohibits consistent global reporting".



**22%** said "We do not know if it is lawful to do so in the jurisdictions in which we operate".

#### HSBC case study

HSBC wanted to promote the message that collecting data was a good starting point for disability inclusion. HSBC would use the data to create clarity and insights for their senior leadership. HSBC's intention was to get more actionable data beyond pure representation. A question was added to their employee survey about whether people needed workplace adjustments and if employees were satisfied with the provision of workplace adjustments. This allowed HSBC to establish a clear process for why they should be collecting data.

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