

# Inclusive companies

01/2024 – 12/2024

## Initiator

LebensGroß

## Objectives

The aim of this research project was to find out how companies succeed or can succeed in becoming (more) inclusive and reaching groups of people that they currently barely reach and who are excluded from the labour market: socially disadvantaged people, people affected by and at risk of poverty, older people, people with disabilities, people with mental illnesses, people with chronic illnesses, people with speech disorders, dyslexia, bad teeth, single parents, etc.

One focus of the research project was to learn from the experiences of inclusive companies and existing inclusive company counselling services. Questions such as "Where do existing approaches start?", "What experiences do companies have with programmes?" "How can inclusion and opening up the setting to new target groups be successful?" and "Where do the counselling services and the companies reach their limits?" were at the centre of this project.

## Implementation

In addition to a literature review on the content related dimensions of the research questions, best practice examples of inclusive management consultancies and experiences of companies were collected and analysed. The views and experiences of experts, inclusive companies, and providers of counselling services for companies were collected in personal interviews and workshops. A quantitative nation-wide questionnaire survey of companies was carried out.

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