

Inclu(vi)sion

Partnership

Inclu(vi)sion:

A new vision of an open  
labor market for people  
with disabilities



# Aleksandra Janicka Business Cooperation Specialist



Foundation Activation | Effective activation is our DNA

04.11.2025, Warszawa  
[www.aktywizacja.pl](http://www.aktywizacja.pl)

# Basic information


- 4-7 million people with disabilities in Poland
- A hugely diverse group (e.g., people with mobility, vision, hearing, intellectual, and mental disabilities, as well as those on the autism spectrum)
- Most disabilities are "invisible"



32%

The employment rate of people with disabilities in Poland. In the European Union, the average is ~50%.

**> 1 mln**



People with disabilities  
of working age outside  
the labor market



## Foundation Activation:

- established in 1990
- 13 branches and subsidiaries across Poland
- [www.aktywizacja.org.pl](http://www.aktywizacja.org.pl)

# Scale and efficiency

- > 1,000 people with disabilities in the open labour market annually
- collaborating with > 1,000 employers
- from individual recruitment processes to employing > 600 people with disabilities in a single company



# Employer Support Model

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1

Recruitment support and recruitment

2

Business consulting

3

Training

4

Accessibility audits

5

Research and analysis



# Why did the Foundation Activation decide to establish the Partnership?

**An expert organization with experience**

**Real actions, respecting the rights of people with disabilities**

**Advice, support and training for employers**

**Holistic activity: connecting employers with people with disabilities**

**Working with every sector**

# What was the idea behind the Inclu(vi)sion Partnership?

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Increasing the employment of people with disabilities in an open, inclusive, and accessible labour market provides opportunities for a dignified and independent life and supports Poland's economic development. Effective change requires **dialogue and cooperation** between business, public administration, social organisations, academia, and the media.

Together, we are creating the **Partnership "INCLU(VI)SION – A New Vision of an Open Labor Market for People with Disabilities"** to build a more open and equal labour market.

# Mission and Vision of the Partnership

**Mission:** Open, inclusive, and accessible labour market for people with disabilities.

**Vision 2030:** Employment rate at 40% and true equality of opportunity.




# Partners of Inclu(vi)sion



NUMBER OF PARTNERS  
IN 2023

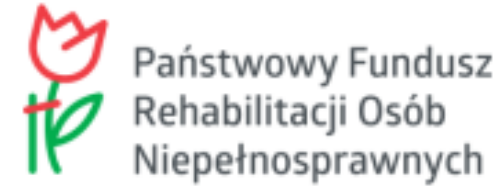
**25**



NUMBER OF PARTNERS  
IN 2025

**53**

# Partners of Inclu(vi)sion



# Partners of Inclu(vi)sion



# Partners of Inclu(vi)sion

FUNDACJA KULTURY  
BEZ BARIER



Fireflies  
FUNDACJA



Pracodawcy RP



Towarzystwo  
GEST



CIOP PIB



ZUS  
ZAKŁAD  
UBEZPIECZEŃ  
SPOŁECZNYCH

IB Instytut Badań nad Demokracją  
i Przedsiębiorstwem Prywatnym

obpon  
Ogólnopolska Baza Pracodawców  
Osób Niepełnosprawnych



# Who creates the Partnership?

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1

Business

2

State and self-  
government institutions

3

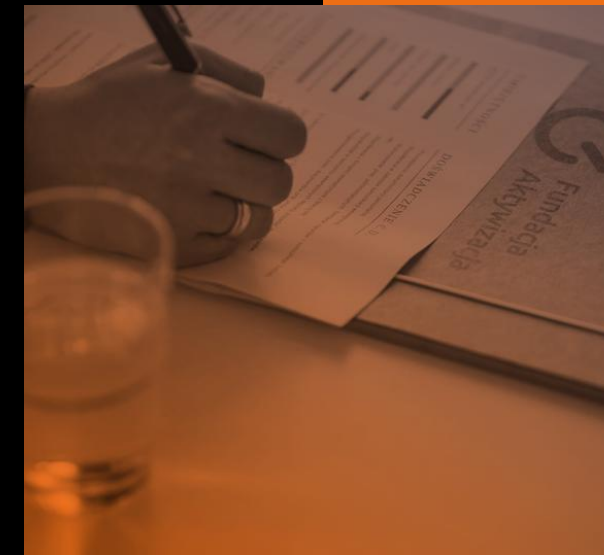
Non-governmental  
organisations

4

Business environment  
(e.g. employer networks)

# What is the value of the Inclusion Partnership?

- Building the image of socially responsible employers
- Support to Diversity, Equity, Inclusion (DEI) and Environmental, Social, Governance (ESG)
- Access to knowledge, experts, tools
- Impact on public policies and systemic change



# Examples of initiatives

In the Partnership Inclu(vi)sion

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1

## Inclu(vi)sion Congress

This year (2025) marks the third edition of the event. The first one to be hybrid, the next two to be online.

2

## Virtual Job Fair for Businesses and People with Disabilities

This year (2025) marks the second edition of the event, nationwide, online.

3

## Exchange of Practices

Several times a year, during Partnership meetings, selected companies/institutions share their best practices.

4

## IncluWay Platform

The Inclusive Employer Standard for integrating people with disabilities into the workplace.

# Tworzymy rynek (współ)pracy

03 grudnia 2025, ONLINE  
[www.incluvision.pl](http://www.incluvision.pl)





Fundacja  
Aktywizacja

Introducing a new  
perspective on  
the labour market

