



2025

DISABILITY

INDEX

TM

REPORT

The most comprehensive benchmarking
tool for disability inclusion in business

Disability:IN[®]

Introduction: From Compliance to Strategic Imperative

In the past decade, corporate disability inclusion has evolved from a legal requirement into a core business differentiator. Organizations that treat accessibility as a strategic asset—not a compliance checkbox—are [unlocking measurable value](#) in the form of innovation, operational resilience, and growth. (Accenture, 2023)

The global business landscape is rapidly changing, and companies are navigating dynamic conditions characterized by shifting stakeholder demands, regulatory standards, work force and market variables. Increasingly, companies are asked to measure and report on disability inclusion with the same rigor as financial and environmental performance.

To meet this moment, companies need more than standalone initiatives. **Sustainable disability inclusion must be embedded into the architecture of work.** Organizations that take bold, structured action now will not only meet stakeholder expectations—they will define what leadership looks like in a modern economy.

This report shares insights from the results of the 2025 Disability Index, the tool for benchmarking disability inclusion in business.

This year's findings consist of responses spanning 655 total submissions from across the eight countries being benchmarked. The average submission count by company rose to 1.53 (up from 1.39 in 2024) and the number of companies submitting the Disability Index for all eight countries increased by nearly 70%. These indicators underscore a sustained commitment to corporate disability inclusion—even amid social and economic uncertainties—and signal a deepening investment in building globally integrated frameworks to evaluate and enhance policies, practices, and outcomes across the enterprise.

The report includes aggregate findings from survey responses submitted by hundreds of leading companies operating across countries and industries.¹

¹ This report is for informational purposes only. It does not represent legal advice and should not be acted or relied upon as such. If you do act or rely upon it for that purpose, you do so at your own risk. For legal advice, please consult legal counsel.

DISABILITY INDEX™



Key Findings

What's Holding Steady

Despite broad shifts in international policy, key disability inclusion practices have remained strong and consistently adopted from year to year, indicating that companies are embedding these practices into long-term work infrastructure. Practices like flexible work options and maintaining disability-focused ERGs are now standard across high-performing businesses.

Consistently Adopted Disability Inclusive Practices

Does your business...	2024	2025
...have a disability-focused Employee Resource Group?	87%	90%
...have a physical accessibility requirement for company buildings?	89%	90%
...mention disability non-discrimination policy during the recruitment process?	94%	92%
...provide flexible work options?	98%	99%
...have disability accommodations policy?	87%	88%
...encourage voluntary self-identification of disability status?	92%	92%
...have a formal disability accommodation procedure?	87%	86%
...offer multi-channel communications options for workforce accessibility?	95%	96%

Where Progress Has Been Made

In the past year, several key indicators have demonstrated significant growth, especially in areas directly tied to human capital management, accessibility, and employee well-being. This growth highlights the power of a unified approach to scale disability inclusion outcomes globally.

Areas Where Measurable Progress Has Been Made

Does your business...	2024	2025	% Change
...offer a short-term disability benefit to employees?	48%	94%	+46%
...make all job interview candidates aware of the option to request an accommodation(s) for the interview?	37%	66%	+29%
...ensure that individuals with disabilities can access digital content?	69%	93%	+24%
...encourage all people managers to take disability inclusion trainings?	51%	73%	+22%
...offer an Employee Assistance Program (EAP) or Mental Health Support Program?	87%	99.7%	+12%
...have an emergency preparedness policy that includes people with disabilities?	89%	99.2%	+10%
...offer disability inclusion training beyond New Hire Orientation?	86%	90%	+4%

Emerging Trends

Disability Innovation and the Rise of Automation

2025 was a pivotal year in the acceleration of artificial intelligence (AI) integration that is transforming business operations everywhere. Three new studies published by [Disability:IN](#), [Ernst & Young](#), and [Public Private Strategies](#) have each independently identified that **employees with disabilities are adopting AI faster than their non-disabled peers**. Business owners and employees with disabilities embrace assistive technology and already possess future-ready skills that enable them to integrate AI into today's workflows at relatively faster rates.

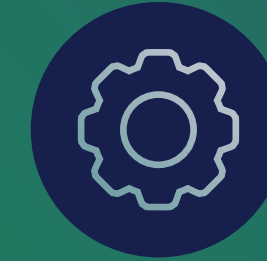
Ensuring that all users, including people with disabilities, can engage with and shape AI-powered solutions is essential for business transformation. Accessibility opens doors for innovation that moves business forward, which is why companies are increasingly prioritizing accessibility as part of their digital strategy:



65% have a dedicated expert to resolve accessibility issues



63% regularly audit internal platforms



54% conduct usability studies to improve accessibility



39% require vendors to meet accessibility standards

Where Gaps Remain

Increasingly, companies have operationalized disability inclusion by investing in systems, data, and feedback loops. However, clear gaps remain. The areas listed below represent strategic opportunities for companies to strengthen their disability inclusion outcomes:

Employee Self-Identification

Strategic Budgeting for Accommodations

Vendor Accountability

Employee Self-Identification

Voluntary self-identification of disability status provides insights that shape more effective recruitment, advancement, and retention strategies. Over 100 countries require voluntary disability employment disclosure, which requires companies to ask employees to share their disability status.

However, voluntary self-identification of disability status remains drastically underreported. This year's Index revealed:

3.5%

median international
employee self-
identification rate

4%

median international
employee self-identification
rate for new hires

Self-identification cannot be a one-time initiative; encouraging voluntary self-identification requires sustained effort, clear messaging, and the assurance of privacy ([Disability:IN](#)).

Aggregate self-identification numbers did not increase in 2025, which indicates that companies have an opportunity to strengthen trust with employees and promote self-identification more effectively to meet global workforce requirements.



Strategic Budgeting for Accommodations

Over half of international companies now use a centralized fund for disability accommodations, which removes cost burdens at the departmental level and improves access for employees with disabilities.

For companies that have not created a centralized accommodations fund, this represents an opportunity to streamline operations.

54% of companies now have centralized funds



Vendor Accountability

While many companies have improved accessibility for their employees, customers, and suppliers, fewer hold vendors to the same standard—creating potential risk and inconsistency in employee and client experiences.

Requiring vendors to uphold accessibility requirements is a key opportunity for growth.

39% of companies require vendors to meet accessibility requirements

Actions Companies Can Take to Accelerate Disability Inclusion

The message is clear: disability inclusion is no longer aspirational—it's operational.

The future of business leadership is being shaped by companies that move beyond policy commitments and align disability inclusion with systems that drive value—reporting frameworks, innovation pipelines, and workforce strategies.

To keep pace, companies must:

Elevate Disability Inclusion to a Strategic Governance Level

Embed disability inclusion into reporting, disclosures, and enterprise-wide metrics to drive accountability and long-term success.

Audit for Accessibility

Apply accessibility standards across internal systems, digital platforms, and vendor relationships to reduce risk and open doors to innovation.

Equip Managers

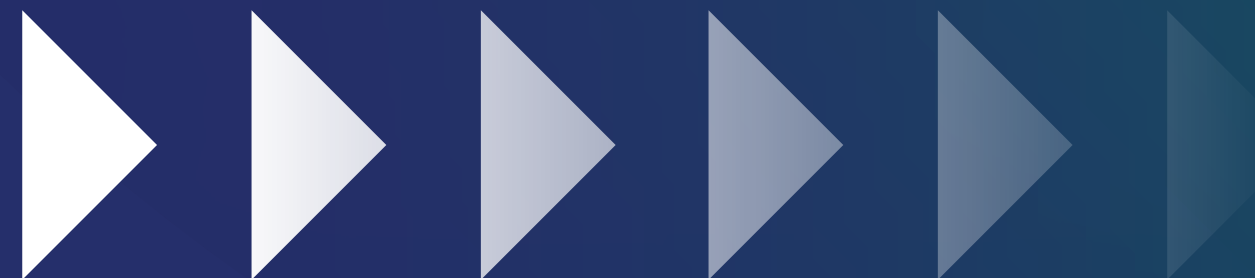
Invest in upskilling and training for disability, accessibility, and neurodiversity to prepare for a changing workforce.

Build Trust Around Self-Identification

Increase voluntary self-identification of disability through sustained effort, clear messaging, and the assurance of privacy.

Centralize Accommodations Budgets

Remove departmental cost burdens and improve access by funding disability accommodations centrally or allocating dedicated budget margins to managers.



The Future of the Disability Index

The work is evolving. The Index is, too.

This year's findings make one thing clear: to meaningfully advance disability inclusion, companies need more than commitment—they need a reliable way to measure where they are and how they can improve. That's where the Disability Index comes in.

The Index is evolving to better serve companies at every stage of their inclusion journey. Starting with the 2026 benchmark, the tool will offer:

- **Clear benchmarking against industry peers across global markets.**
- **A flexible approach**—assess at the enterprise or country level.
- **A modernized question set** aligned with global sustainability and reporting frameworks.
- **Progress-focused scoring** to help companies identify where they're gaining traction.
- **Multiple reporting options** for more robust insights and recommendations.

The 2026 Index will be available to qualifying companies* worldwide, free of charge—with optional access to deeper insights for those who want more detailed support.

To express interest in the 2026 Disability Index, please complete this form.

About Disability:IN

Your Business Partner for Disability Inclusion.

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. Together with the world's leading companies, Disability:IN drives progress through initiatives, tools, and expertise that deliver long-term business impact. [Are You IN?](#)



Info@DisabilityIN.org

