Valorization
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The valorization concerns the social value creation based on the research results presented in this dissertation. Therefore in this valorization an overview is provided on the societal and legislative setting in which this research is situated, target groups are identified, and it is described to what extent the presented tools and guidelines can be utilized to accommodate beneficiaries of the target group.

Societal and legislative setting

The European Commission advocates to apply the vision of Corporate Social Responsibility in all organizations (European Commission, 2011). Socially responsible organizations aim to integrate social concerns in their business agenda and thus contribute to a better society. Nowadays, corporate social responsibility is a hot issue for many employers (Lindgreen & Swaen, 2010; Martínez et al., 2013). It is recognized as an important ethical topic in our current society and is a way for organizations to display their organizational identity to its stakeholders (Martínez et al., 2013).

In the Netherlands, corporate social responsibility and legislation recently seem to go hand in hand. First, in 1998, the first Act ‘Wajong’ (Wet Werk en Arbeidsondersteuning Jonggehandicapten) was introduced, to be renewed in 2010 (nieuwe Wet Wajong). Since 2010, the focus of the Dutch government lies with what people with disabilities are capable to do, instead of what their limitations are. More recently it has evolved to ‘de Wet Werken naar Vermogen’, and as of the first of January 2015, the Participation Act (Participatiewet) has gone into effect. This has led to a social plan upon which the government and the employers’ organization have agreed to create 125,000 jobs for people with disabilities over a period of 10 years. 25,000 of these jobs will be created by the government, whereas the other 100,000 jobs will be provided by all organizations in the Netherlands. Such an agreement shows the effort, concern and social base of the employers. This way, organizations are furthermore able to postpone the 5% employment quota that is imbedded in the Participation Act, which would give rise to a set minimum of 5% people with disabilities in every organization (Rijksoverheid, 2016).6

6 In other countries, such as Germany, France, and Poland, the disability quota system of 5% has not been the ultimate solution to activating and employing people with disabilities in regular organizations. The employment level of people with disabilities in these countries has not risen to the equivalent of those without disabilities (Shima, Zólyomi, & Zaidi, 2008). Even in the U.S., legislation such as the ADA and the ADAAA (ADA, 1990; ADAAA, 2008) has not been able to resolve employment issues for people with disabilities. Additionally, enforcing organizations to hire people with disabilities as part of a quota or law might be perceived as an extra regulatory load.
**Valorization**

**Target group**
As a consequence of the given the current societal and legislative setting, people with disabilities need to be employed in large numbers. The employment process will be arranged by the municipalities in order to be more effective and efficient in directing employment opportunities. Every person with a disability will be evaluated on their capacity to work. Everyone who is deemed capable to work will be entered into a register that will allow them to be eligible for support and guidance, but this is also a way to be found by potential employers. Those who are found unfit to work will continue to receive welfare payments (UWV, 2016). However, once the hiring process is completed and people with disabilities start to work, many organizations discover that the socialization of this particular group may not run as smoothly as with others (Lammerts & Stavenuiter, 2010; Vornholt et al., 2013). Hence, the groups targeted in this dissertation are the people with disabilities, their colleagues, as well as the employers they work for. The findings presented in this dissertation can therefore be very useful for employers to ameliorate the opportunities for workplace inclusion in order to reach the desired level of employment of people with disabilities as agreed upon in the Participation Act. As it has become apparent within this dissertation that employee individual characteristics, behavior, and team climate are required building blocks, these findings are crucial to the way the peers of employees with disabilities need to conduct to achieve workplace inclusion.

**Innovation, products, and implementation**
This research is innovating as it answers the call for research by Collela and Bruyère (2011) to focus on what happens to people with disabilities when they enter the workplace and what factors would facilitate their inclusion. This research is among the first to apply the Work and Organizational perspective on the work setting of people with disabilities to study what factors might contribute to their workplace inclusion and in the long run sustainable employment. Furthermore, new concepts such as inclusive behavior and inclusive climate were developed in this dissertation, and tailored to the specific work setting of people with disabilities in inclusive organizations. Both inclusive behavior and inclusive climate have been argued and found to be pivotal towards achieving workplace inclusion. These concepts can be seen as tools, guidelines, and critical knowledge which will facilitate organizations and their employees in achieving workplace inclusion for people with disabilities. Taken together these could be formed into a product that serves as an instrument that measures relevant personality characteristics, as well as inclusive behavior, or even gauge the perceptions of employees towards the practices, procedures, and policies that make up the (inclusive) climate.

By measuring these building blocks employers are able to further their understanding on the way people with disabilities are accepted, helped, and treated as others within
the workplace. Preferably these measurements are taken prior to (and again after) the intake of people with disabilities into the workplace, but also in existing situations the insights provided will be able to contribute to workplace inclusion. Additionally, based on the outcomes of this measurement, Work and Organizational psychologists will be able to provide suggestions to improve the working conditions and consequently enhance the workplace inclusion. Examples of such suggestions might entail: providing educational information (individual level), leadership modelling (team level), and aligning corporate social responsibility goals throughout the organization (organizational level). It is within this frame of mind that it was suggested to use theory based Intervention Mapping as a possible implementation protocol, on all three organizational levels. In this way the behavior of employees within inclusive organizations can be changed or adapted to fit the organizational values of corporate social responsibility. Taken together, inclusive organizations are advised to measure and stimulate the **building blocks** of workplace inclusion.