

## DISABILITY INCLUSION, A MATERIAL TOPIC IN CORPORATE SOCIAL RESPONSIBILITY



### PSO-NEDERLAND

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# Why adopt the PSO tool and apply for the label?

Are you an employer who provides opportunities to people who are distanced from the labour market? The Performance Ladder for Socially Responsible Business and Employment (Prestatieladder Socialer Ondernemen - PSO) makes that measurable and visible, so that being a socially responsible employer not only gives you a good feeling, but also becomes a distinguishing characteristic of your business. With the PSO label you can demonstrate that you actually help people who are in a vulnerable position on the labour market, but also show how much progress you have made in this area.

## The PSO: a step towards inclusivity and the visibility of socially responsible employment practices

No organisation can avoid the issue of inclusivity. PSO-Nederland is an independent organisation that uses a science-based label to promote socially responsible employment practices. With the PSO label your organisation obtains tangible results that allow you to demonstrate your contribution to Sustainable Development Goals (SDGs) #8 and #10. The PSO label enables your organisation to make its social impact measurable and include it in corporate sustainability reporting (under the CSRD or otherwise). That means the PSO is a facilitating instrument and a stimulus to get your organisation moving and help it maintain momentum.



## Tangible evidence of socially responsible employment practices and promotion of inclusivity

The PSO measures the extent to which organisations contribute to labour market participation within our society. In this way it makes socially responsible employment practices not only tangible, but also visible. Government agencies use the PSO to reduce the level of the SROI obligation with which contractors have to comply. Companies use it to make (socially responsible) purchases from the right suppliers. The PSO ensures that offering sustained employment to people who are distanced from the labour market benefits not only the employees themselves, but also their employer and its customers and clients.

## Measuring labour market participation and promoting socially responsible employment practices

The PSO measures actual labour market participation. The PSO label was developed by TNO and is awarded following an independent audit by a certifying body. We share knowledge on measuring labour market participation to help even more organisations take steps towards becoming socially responsible employers.

# Steps towards inclusivity and the visibility of socially responsible employment practices

Socially responsible employment as the norm at every organisation - that is what we are striving to achieve with the PSO. After all, we will only achieve a truly inclusive labour market if all employers in the Netherlands get more people into work and keep them employed. The PSO label developed by TNO provides an impetus to drive forward this vision. It makes organisations that are taking steps in this area more visible and more attractive, to funds or potential employees for example. If an organisation wants to obtain the label, we look primarily at the shop floor, i.e. at actual employment. Ultimately, that is what it is all about.

Scheme of the PSO system



“We are striving to make socially responsible employment the norm and to achieve a situation in which every organisation helps people in a vulnerable position on the labour market into work and keeps them employed.”

Jan Theo Hoefakker, Commercial Market Director PSO-Nederland



# About the Performance Ladder for Socially Responsible Business and Employment (PSO)

## What is the PSO?

The PSO is a label developed by TNO that specifically aims to increase the labour market participation of vulnerable groups. These vulnerable groups are defined on the basis of target groups recognised by the government. The social contribution of an organisation is expressed in percentages: the share of labour performed by employees from a vulnerable group. This relates to persons from the target group who are employed on a sustained basis. An organisation's total social contribution is determined from employment of the target group within its own organisation (direct contribution) and at the suppliers from which it makes its purchases (indirect contribution). In this way, through incentives within the chain, we aim to maximise the impact on labour inclusivity. The sustained nature of the employment is ensured by assessing qualitative aspects, e.g. suitable work, integration, job development and support.

## How does the PSO work?

Every two years TNO carries out the Netherlands Employers Work Survey (WEA). Based on this survey, TNO determines the standards table for the PSO performance levels: the so-called 'steps'. The standard values are percentages of an organisation's social contribution: the share of labour performed by people from vulnerable groups (the 'PSO target groups'). The PSO works with five performance levels, ranging from aspiring organisation status to step 3. These levels indicate the extent to which an organisation directly and indirectly employs vulnerable groups. This makes clear to what extent an organisation is demonstrating (above-average) social responsibility in terms of offering such groups opportunities to participate in the labour market.



## Steps

- Basic level: the organisation is among the top 50% in the Netherlands
- Step 1: the organisation is among the top 35% in the Netherlands
- Step 2: the organisation is among the top 22.5% in the Netherlands
- Step 3: the organisation is among the top 10% in the Netherlands

## PSO 30+ certificate

The PSO 30+ certificate recognises organisations that at least meet the quantitative requirements laid down in section 2.82 of the Dutch Procurement Act. This section allows public-sector clients, in particular municipalities, to award contracts to organisations whose primary role is to support people who are distanced from the labour market, e.g. former sheltered workshop companies of municipalities. A key condition for obtaining PSO 30+ certification is that at least 30% of employees are people who are distanced from the labour market. The PSO 30+ accreditation can only be awarded if the PSO applicant has achieved step 3.

## Aspiring organisation status

The PSO also includes ‘aspiring organisation status’. An organisation that is aiming to achieve PSO certification can start with this status, which gives the organisation recognition that it has demonstrably started supporting the labour market participation of vulnerable groups. To achieve it, the organisation must at least prepare an action plan that has been approved by the management. The content and feasibility of this plan are assessed by the auditor before aspiring organisation status is granted. Aspiring organisation status can last for a maximum of two periods, after which the status expires and cannot be reapplied for immediately.

## PSO-Nederland’s role within the PSO system

PSO-Nederland has been designated by TNO as the PSO’s management organisation. TNO owns the PSO and PSO-Nederland is responsible for managing the certification process for applicants. This process covers the application, processing, audit and issuance of PSO certificates. PSO-Nederland has made an online calculation tool available for this purpose. As a management organisation, PSO-Nederland acts as a link between adopters, applicants and certified organisations, on the one hand, and TNO, on the other. With this in mind, it has established several bodies:

- The Advisory Board
- The Committee of Experts
- The Customer Council
- The Core Team

