

中德融创工场 年报 2021

Inclusion Factory Annual Report 2021





2022年3月，我们庆祝中德融创工场成立七周年，核心目标价值是实现共同富裕和相互团结。

这段奇妙旅程开始于很早之前，我们能很自豪地向您展示我们2021年的成就，回望过去，展望令人兴奋的未来！

经过多年的发展，这家最初只有12名员工从事简单装配分拣任务的小作坊，现已发展成为一家汽车行业供应商，拥有先进的自动化生产技术。

作为一家具有创新DNA的社会企业，我们在不断铺设新的道路。

我们创办了融合学院，这是非常全面的残障领域从业者及就业辅导员培训计划；我们一直关注市场需求，开设了融合咨询服务，为想要践行融合就业的公司提供支持，包括挖掘、招聘、培训并留住残障人才。

正如您将从我们未来的计划中看到的那样，随着中德融创工场进一步成为国内多元包容与平等领域的领导者，我们不忘初心，面对日新月异的形势保持新益求新，与时俱进。

我们想借此机会向我们的客户和支持者表示感谢，感谢他们继续相信我们，并帮助我们进一步发展、成长，使我们的服务更加多样。

同时，非常感谢我们团队的辛勤工作和努力，当然也感谢我们所有员工，没有他们，我们不可能做到这一切，感谢他们积极上进、鼓舞人心，他们是这个项目的创造者，那些双手抓住这个机会向社会证明他们有能力并且想要做出贡献的人，他们属于这个社会，他们应该享有平等就业和生活的权利，这是他们切身的权利，是天生被赋予的权利。

纳达
总经理

Nadav B.S.



In March 2022, the Inclusion Factory celebrated seven years of existence, having common prosperity and solidarity values as our core goals.

Since its early days, we have made an incredible journey and we are proud to present you with our 2021 achievements, alongside a brief view of our past and a glimpse into our exciting future!

Over the years, what started as a small workshop hiring 12 people working on very simple assembly and sorting tasks, has evolved into a highly advanced Automotive supplier, equipped with technologies and Automation that are in line with the future of manufacturing.

As a Social Enterprise that has innovation carved into its DNA, we went on to pave countless new paths:

We created and certified the Social Inclusion Academy - arguably the most comprehensive program for the qualification of trainers working with People with Disabilities, we've stayed tuned to the market needs as we established the Inclusion Advisory, a

consulting and implementation service which supports companies to source, hire, train and retain People with Disabilities.

And as you will see from our future plans, we remain adaptive and agile, adjusting ourselves and our goals to the ever-changing Chinese landscape, as we further position the Inclusion Factory as a nationwide leader in the field of Inclusion & Equality.

We would like to take this opportunity to express our gratitude to our customers and supporters that continue to believe in our mission and helping us to further develop, improve and diversify our services.

Big thank you goes to our team for their hard work and efforts and of course to our employees, without whom we could have not done it, for taking this opportunity in both hands to prove to the society that they can and want to contribute, that they do belong, and that they deserve equal rights for employment and life fulfillment.

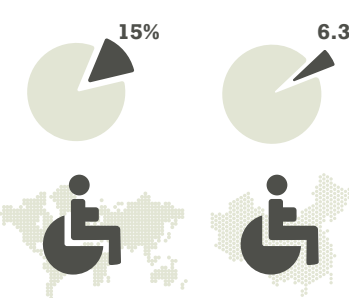
This is really about them - and for them.

Nadav Ben Simon
General Manager

Nadav B.S.

我们面临的社会问题

The social problem we face



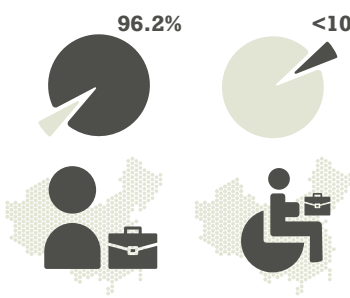
残障并不是一个少数群体

不管是在全球还是中国，残障人群都不是一个少数群体，全球有10亿残障人口，占总人口的15%，而在中国，据2010年全国人口普查统计，残障人口高达8500万，占总人口的6.34%，几乎每16个人就有一位具有不同障碍类型的残障人士。

People with disabilities are not a minority

People with disabilities, whether globally or domestically, are not a minority. There are over 1 billion people with disabilities around the world, accounting for 15% of the world’s population. In China, according to the 2010 national survey, the number of people with disabilities was as high as 85 million - 6.34% of the total population. One in nearly every 16 people is considered a person with dis-abilities of one type or another.

数据来源：
世界卫生组织《世界残疾报告》
第六次全国人口普查
第二次全国残疾人抽样调查
Data Source:
World Health Organization World Report on Disability
The Sixth National Census
The Second National Sample Survey of Persons with Disabilities



心智障碍人群就业率不足10%

在中国，残障人群的整体就业率较低，心智障碍人群的就业率不足10%，与全社会的平均就业率96.2%相比相差甚远。

The employment of people with intellectual disabilities is less than 10%

In China, the overall employment of people with disabilities is low, with less than 10% of people with intellectual disabilities being employed - far from the overall national average employment rate of 96.2%.

数据来源：
中国残联全国残疾人就业和职业培训信息管理系统
Data Source:
National Employment and Vocational Training Information Management System for Persons with Disabilities
(China Disabled Persons' Federation)

就业，对于心智障碍人士的意义是什么？

心智障碍人士就业的重要性体现在创造社会价值、经济可持续性和贡献、身心健康以及平等参与等方面。

以下是一个简要的经济、社会 and 医疗方面的对比，展示了就业对于残障人士的价值。

What is the value of employment for people with intellectual disabilities?

The importance of employment for people with intellectual disabilities encompasses social value, economic sustainability and contribution, emotional & physical well being, and equal participation ability.

Below is a brief economic, social and medical comparison showcasing the benefit of employment for people with disabilities.

		失业状态 Unemployed	就业状态 Employed
	经济角色 Economic Role	受助者 Recipient	生产 Producer
	经济收入 Economic Income	无收入，完全依赖他人 No income; totally dependent on others	有稳定收入，经济独立 Has a stable income and can be financially independent
	税收贡献 Tax Contribution	无 No	有 Yes
	家庭经济水平 Family Economic Level	普遍偏低 Low	得到改善 Improved
	养老 Retirement Pensions	仅能享受城乡居民养老金，退休收入偏低 Can only receive a low resident pension	享受职工养老金，退休收入可观 Receives an employee pension, and retirement income
	社交圈 Social Circle	人际圈主要是亲属 The interpersonal circle is primarily family members	人际圈广，同事、客户、朋友、亲属 Wide interpersonal circle including colleagues, customers, friends and relatives
	社会活动 Social Activity	很少出门 Generally stays at home	规律的外出工作和作息时间 Keeps a daily routine of going to work
	社会适应能力 Social Adaptation Capability	偏低，存在较多问题行为 Low; greater chance for problematic behavior	明显改善，问题行为减少 Significantly improved; problematic behavior generally decreased
	健康状况 Health	可能会恶化 May degrade	明显改善 Significantly improved
	医疗保险及支出 Medical Insurance and Expenditure	仅能享受城乡居民医疗保险，且费用需要政府承担，医疗支出可能增加 Can only receive resident medical insurance with costs borne by the government, and medical expenditure may increase	享受职工医疗保险，费用由自己承担，医疗支出可能减少 Receives employee medical insurance with expenses borne by themselves, and medical expenses may be reduced
	职业技能 Professional Skills	几乎没有 Hardly any	得到锻炼和提升 Receives vocational training

里程碑 Milestones

2015

开业仪式
首批12名员工正式
与中德融创工场签约
Opening ceremony
The first group of 12
individuals was employed by
the Inclusion Factory

第一个客户
Our First customer

与德国复兴信贷银行
正式签约
Signing the DEG



2017

成立融合学院
Social Inclusion Academy
was established

首场残障平等意识工作坊
Our 1st Disability
Awareness Workshop

获得ISO 9001认证
ISO 9001 Certification



2018

发起成立国际劳工组织全球商业与残障网络-中国分支
Founding Member of the ILO Global
Business and Disability Network

获得太仓管委会的资助
Secured support by Taicang High Tech
Industrial Development Zone

首位员工进入主流企业(亿迈齿轮)工作
First open market inclusion - IMS Gear



2019

在融合咨询的支持下伟创力融合工厂正式开业, 雇佣了15名心智障碍员工
With the support of Inclusion
Advisory Flex Mechanical
Inclusive Factory was
established, employing 15
individuals with intellectual
disabilities



2020

扩建二楼, 工作空间拓展了1000m²
Opening of second floor, ex-
panding operations by nearly an
additional 1,000 m²

我们已经雇佣了50位员工
We recruited our 50th employee

零件加工年产量突破1000万件
First production volume more
than 10,000,000 pieces



2021

残障平等意识工作坊
参与者突破300人
300 participants successfully
completed our Disability Aware-
ness Workshop

慕贝尔赞助的特校实习生就业转衔项目, 累积帮助9名特校毕业生成功就业
9 Taicang Special Education
graduates have been trained in
Inclusion Factory Transition Pro-
gram sponsored by Mubea



中德融创网络 Inclusion Group

我们的团队

Our team

中德融创网络
管理人员

Staff members of
Inclusion Group

22 人
People

中德融创工场雇佣的
心智障碍员工数

People with intellectual
disabilities employed by
Inclusion Factory

40 人
People

其中慕贝尔赞助的特校实习生就业转衔项目, 累积
帮助9名特校毕业生获得职业训练, 并成功在中德融
创工场参与工作

9 graduates of the Taicang Special Education
School have been successfully trained in the
Inclusion Factory Transition Program sponsored
by Mubea and joined the workforce of the Inclu-
sion Factory

9 人
People

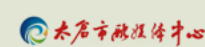
媒体影响力

Our media impact

全媒体平台覆盖人次

Clicks in all media platforms

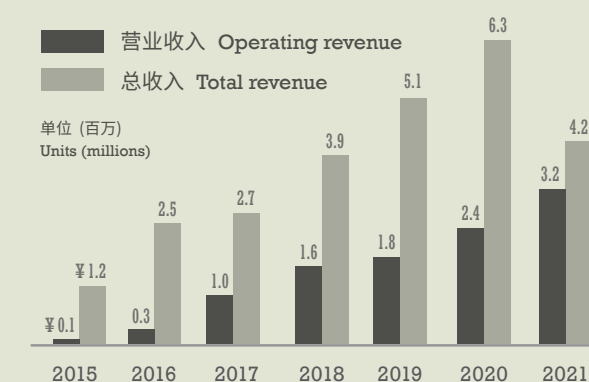
189,838



Inclusive Employment
for People with Disabilities
推动残障人士融合就业

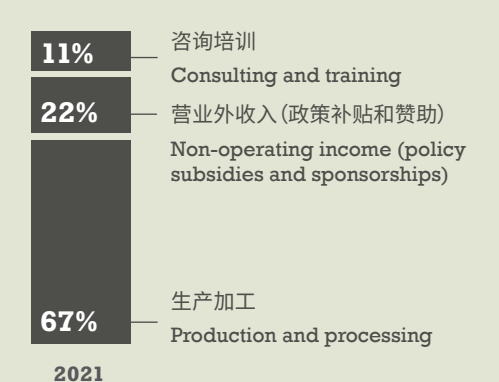
财务状况

Financial facts & figures



2021 收入占比

2021 Revenue ratio



我们在2021年实现总收入4,264,833元, 其中营业收入 (生产加工、咨询和培
训) 3,294,833元, 占总收入的77.2%。虽然我们的总收入同比下滑32.8%, 但营业收入增
长了33.8%。作为一家社会企业, 我们在逐渐实现自负盈亏, 因为我们的收入大部分来自
我们自身创造的收入, 而不是严重依赖政府的补贴和社会捐款。

In 2021 we achieved a total revenue of 4,264,833 RMB, of which operating rev-
enues (production and processing, consulting, and training) totaled 3,294,833
RMB, accounting for 77.2% of our overall revenue. Although our total revenue
decreased by 32.8% year-on-year, our operating revenue increased by 33.8%.

These figures indicate we are a healthy social enterprise, with a much greater
part of income coming from our own generated revenues as opposed to being
heavily dependent on Government subsidies and donations.

我们的成果

Our achievements



2021

15,557,887
件 Pieces

产量

Production Volume

2021年总产量高达15557887件，同比增长54%，这些都是心智障碍员工的劳动成果。

The total output in 2021 reached 1,557,887 pieces, with a year-on-year increase of 54% thanks to the work of our employees with disabilities.



40 员工
Employees

工作机会

Job Opportunity

为40名残障人士提供可持续的就业岗位。

Providing sustainable employment for 40 people with disabilities.



70% 25% 5%

生产订单结构

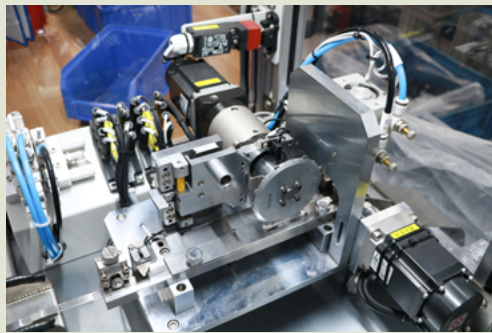
Production Sales Composition

生产订单的70%来自汽车行业，25%来自电子行业，5%来自其他行业。

70% of production orders came from the automotive industry, 25% from the electronics industry and 5% from other industries.



inclusion factory
中德融创工场



Production with Social Value
让生产更具社会价值

我们的成果

Our achievements



29 员工
Employees

残障员工 Employees with disabilities

在融合咨询的支持下，累积帮助29名残障人士进入普通企业工作。

29 PwD have been employed in open market companies supported by the Inclusion Advisory.



30 企业
Companies

客户 Clients

融合咨询累积为30家企业提供职场包容的培训和支持。

Inclusion Advisory has provided training and support to 30 companies on workplace inclusion.



314 人
People

工作坊参与者 Workshop Participants

共314人参与残障平等意识工作坊，残障融合，从改变对残障人士的观念和态度开始。

A total of 314 people from enterprises, NGOs and public sectors have participated in our workshop to help change people's the mindsets and attitudes towards people with disabilities as an initial step toward inclusive employment.



24 人
People

就业辅导员 Job Coaches

24位社工经过融合学院培训后获得由德国工商总会颁发的就业辅导员资格证。

24 social workers graduated from our Social Inclusion Academy (SIA) program for certification as Job Coaches based on the German Vocational Training model. The program is certified by AHK (Vocational Training Department of the German Chamber of Commerce).

《有光》纪录片

用镜头记录中德融创工场背后的真实故事

The documentary *Let it be Light* truly showcases the story behind Inclusion Factory.



“
也许有一天，这束光，会变成几千盏灯
May this light of a thousand stars
shine bright
”

观看完整视频
Watch the full video



姚圣洁、融融、小吉，

他们都是心智障碍者，也是别人的弟弟、哥哥、女儿、儿子，

同时他们也是中德融创工场的员工。

2021年，苏州广电总台历时四个月摄制，带您走进纪录片《有光》，走进中德融创工场，一起探寻光照进的地方。

Yao Shengjie, Rongrong, and Xiaoji

They are people with disabilities. They are also somebody's brothers, sisters, sons, and daughters.

They are also employees of Inclusion Factory.

In 2021, over a period of four months, the Suzhou Broadcasting System (SBS) filmed the documentary 'Let it be Light' - bringing the viewer into the world of Inclusion Factory and its employees, shedding light on the lives of people with intellectual disabilities in their quest for social acceptance and equal participation.



融融 Rongrong



小吉 Xiaoji



姚圣洁 Yao Shengjie



未来计划 Future

2022



正式进入餐饮服务行业
Enter the F&B industry



启动办公数字化服务项目, 助力客户实现无纸化办公
Begin the Office Digital Service Project to help customers achieve a paperless working environment



与马来西亚金务大共同发布《就业转岗培训师手册(中文版)》
Jointly issue "Employment Transition Programme - Trainer's Manual (Chinese Version)" with Financial Affairs University of Malaysia



融合学院线上课程全面上线
Launch Social Inclusion Academy online courses



成立“不同之美”家庭互助小组
Establish *More Alike Than Different* Family Support Group

2023



面向学生举办残障平等意识工作坊
Organize Disability Awareness Workshops for students



拓展生产面积至600平方米
Expand production facility in at least 600 m²



与公益机构在其他城市合办融合工厂
Cooperate with Non-Governmental Organizations (NGOs) and non-profits to open factories in other cities



开发增强现实工具为残障员工赋能
Develop Augmented Reality tools to enhance employees' capabilities

2024



开发技能评估自动化工具
Develop a Skill Assessment computerized tool



与高校开展全球残障就业政策研究和案例学习
Conduct global disability employment policy studies and case studies with universities



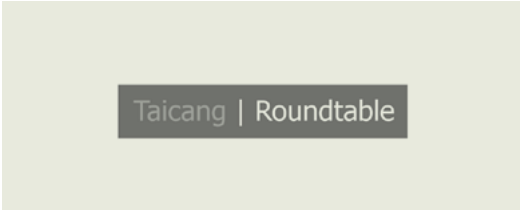
启动太仓融合宿舍项目
Launch the Inclusion residence project in Taicang

合作伙伴 Partners

项目合作伙伴 Project Partners



太仓高新技术产业开发管理委员会
Taicang High Tech Industrial Development Zone



太仓经济开发区欧商投资协会
Taicang Roundtable



中国德国商会|上海
German Chamber of Commerce in China | Shanghai



太仓软件园有限公司
Taicang Software Park Co.,Ltd.



太仓市残疾人联合会
Taicang Disabled Persons' Federation



德国复兴信贷银行
KfW DEG



江苏讯唐物流
Xun Tang Logistics

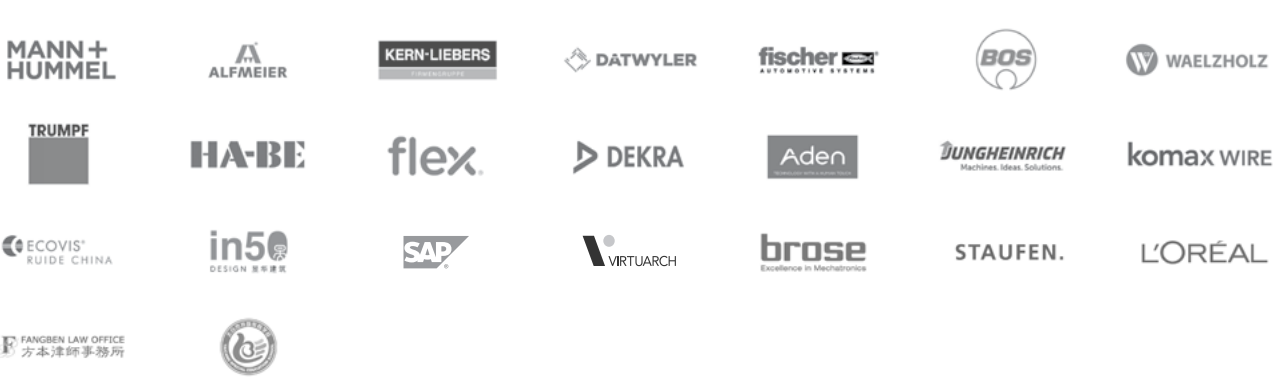


Lebenshilfe Offenburg-Oberkirch e.V.

白金合作伙伴 Platinum Partners



黄金合作伙伴 Gold Partners



珍珠合作伙伴 Pearl Partners



Inclusive Employment for People with Disabilities 推动残障人士融合就业

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