

InternationalGLOBAL BUSINESSLabourAND DISABILITYOrganizationNETWORK

# National Business and Disability Networks



### ILO Global Business and Disability Network's goals and activities

- Improved corporate disability inclusion practices worldwide
- Higher rates of employment of persons with disabilities in private companies, especially in low- and middle-income countries
- Disability and accessibility issues as integral parts of businesses' Diversity, Equity and Inclusion work
- Facilitation of worldwide exchanges on good corporate practices in areas like recruitment processes, reasonable accommodations, accessibility, procurement, neurodiversity
- Technical guidance to companies on disability inclusion and partnership development at global, regional and national levels



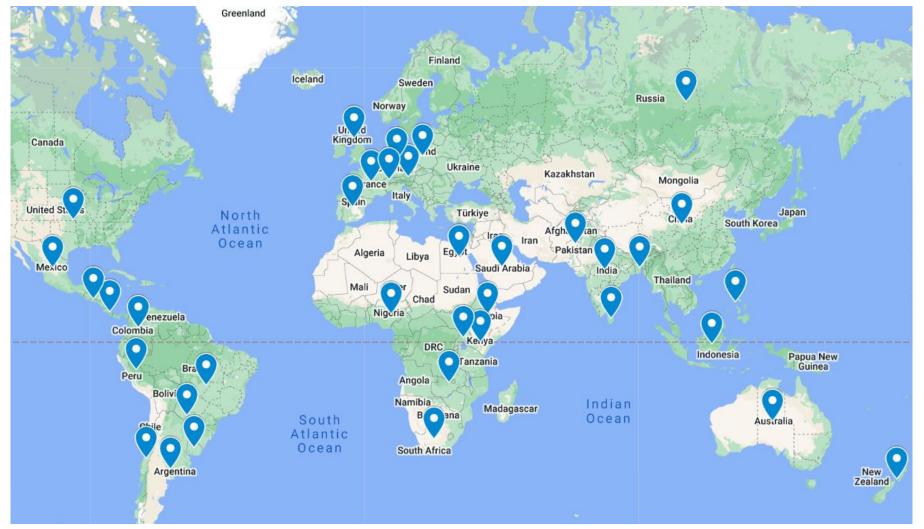
# ILO Global Business and Disability Network members

- ► 37 multinational enterprises
- 7 supporting non-business organizations
- 37 national business and disability networks





#### NBDNs worldwide



▶ ilo.org



# **Exemplary activities of NBDNs**

- Country-level platform for and by companies on disability issues
- Peer-to-peer support and exchange
- Strengthening technical capacity of companies on disability issues
- Fostering partnerships for businesses with supporting entities, e.g. organisations of persons with disabilities
- Communications and awareness-raising
- Providing a single voice for business on disability issues at national level vis-à-vis other relevant labour market actors, e.g. government and trade unions



# **Globalizing the NBDN approach**

- Business Disability Forum founded in the UK in 1991
- Employers' Federation of Ceylon (Sri Lanka) launched an NBDN in 2000

#### "Mushrooming" of NBDNs worldwide since 2015, e.g.

- Red de Empresas Inclusivas de Chile (2015)
- Bangladesh Business and Disability Network (2016)
- China Chapter of the ILO Global Business and Disability Network (2018)
- India Business and Disability Network (2019)
- Kenya Business and Disability Network (2020)
- Nigeria Business and Disability Network (2021)



# Membership in NBDNs

- Open membership for business
- Companies committed to disability inclusion
- SMEs, nationally/regionally operating companies and subsidiaries of Multinational Enterprises
- Engaging civil society
  Civil society organizations can be advisors
- Formalizing membership
- Clarity re expectations of and benefits to members
- May include commitment / charter

7



### **NBDNs' governance and structure**

- Governance
- Steering committee
- Technical secretariat
- Continued support from partners
  Resources, facilitation

Employers' associations can make good hosts
 Sustainability, credibility and business ownership
 Benefits from but not limited to association's membership base



#### **NBDNs' common challenges**

- ► Growing the membership and services of the network after initial attention
- Ensuring business leadership and ownership of the network
- Linking the business community and the disability rights sector in productive ways
- Diversifying funding streams, e.g. project funding, contributions by partner organizations, membership fees