



▶ A powerful partnership to drive disability inclusion in business – globally and locally

1. United Nations Global Compact

Established in 2000, the United Nations Global Compact (UNGC) is the world's largest corporate sustainability and corporate social responsibility initiative, with more than 20,000 business participants in over 160 countries. There are more than 65 [UNGC local networks](#).

UNGC aims to accelerate and scale the global collective impact of business by upholding the [Ten Principles of the UNGC](#), which include four labour Principles and derive from the ILO Declaration on Fundamental Principles and Rights at Work.

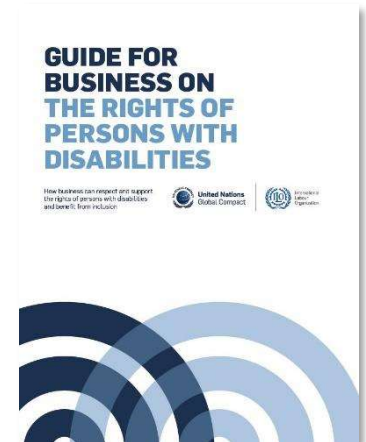
Principle 6 of the UNGC's Ten Principles states that "businesses should uphold the elimination of discrimination in respect of employment and occupation", which includes any type of disability-based discrimination.

2. ILO Global Business and Disability Network

Established in 2010, the ILO Global Business and Disability Network (GBDN) is a unique employers-led worldwide network of more than 35 multinational enterprises, more than 35 National Business and Disability Networks (NBDN)¹, including in developing countries, as well as a few non-business associate members.

The development, identification and dissemination of globally applicable good corporate disability inclusion practices lies at the heart of the ILO GBDN's work – with the overall goal of increasing employment rates of persons with disabilities.

In 2015, the ILO GBDN introduced its [Charter](#) which commits its company signatories to support ten disability inclusion principles.



3. Collaboration between UNGC and ILO GBDN

The collaboration between UNGC and the ILO GBDN spans over a decade and started with a joint webinar on "Web Accessibility: The Benefits for Business" in early 2013.



National Business and Disability Networks that are members of the ILO Global Business and Disability Network

The 2017 UNGC / ILO "Guide for business on the rights of persons with disabilities" marks a highlight of the partnership and suggests concrete measures companies can take to implement good practices that are inclusive of persons with disabilities in the workplace, marketplace and in the community.

Ever since, UNGC and its local networks have participated in ILO GBDN's regional and global conferences.

¹ NBDN provide country-level platforms for small and medium-sized enterprises, nationally or regionally operating companies as well as local branches of multinational enterprises for peer-to-peer exchange and support on disability inclusion issues, in collaboration with relevant non-business actors like local and international Organisations of Persons with Disabilities.

The NBDN members of the ILO GBDN have sought closer ties with UNGC local networks in their respective countries. For instance, in 2023, the Bangladesh Business and Disability Network signed a Memorandum of Understanding with the CSR Centre, the joint focal point for UNGC Bangladesh.

At the same time, UNGC local networks can be leaders in establishing NBDN in countries where they do not yet exist. In December 2023, UNGC Nepal – in collaboration with the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and the ILO Country Office for Nepal – launched the Nepal Business and Disability Network.



Tatiana Sakharuk, CEO of UNGC Ukraine, and Megan Galvin, UNGC Corporate Sustainability Manager, as online speakers at the ILO GBDN's hybrid 2023 global annual conference "Disability in sustainability efforts: Businesses leading the way"

4. Opportunities to strengthen collaboration and engagement at locally

Following existing examples, the UNGC local network and the NBDN in a country can explore further collaboration. In some cases, no previous contact might have been established between these two networks in a country. If so, UNGC and ILO GBDN can provide support in facilitating relevant contacts.



Shahamin Zaman, CEO of CSR Centre (joint focal point for UNGC Bangladesh), and Murteza Khan, CEO of Bangladesh Business and Disability Network, sign a Memorandum of Understanding

As there are more UNGC local networks than NBDN worldwide, UNGC local networks are encouraged to explore the idea of leading or collaborating on the establishment of NBDN in their country.

The ILO GBDN offers a free Self-Assessment Tool, which enables any business, in any country, to set priorities for action as they set out to define and deliver the best practice that benefits both business and persons with disabilities. Both UNGC local networks and NBDN are encouraged to promote the tool among their members to identify the key disability inclusion areas for which companies need support in a country.

5. Key resources

- UNGC / ILO (2017) [Guide for business on the rights of persons with disabilities](#)
- ILO GBDN (2023) [The 'Why' and 'How' of National Business and Disability Networks](#)
- UNGC [Principle 6: Labour - elimination of discrimination in respect of employment and occupation](#)
- ILO GBDN [Self-Assessment Tool](#)
- ILO GBDN [Charter](#)
- UNGC [e-learning module "The elimination of discrimination in respect of employment and occupation"](#)

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