



International  
Labour  
Organization

# **ILO Global Business and Disability Network**

## **Achievements in 2022**



## ▶ A network for companies, by companies (1/3)

### ▶ 36 multinational enterprises

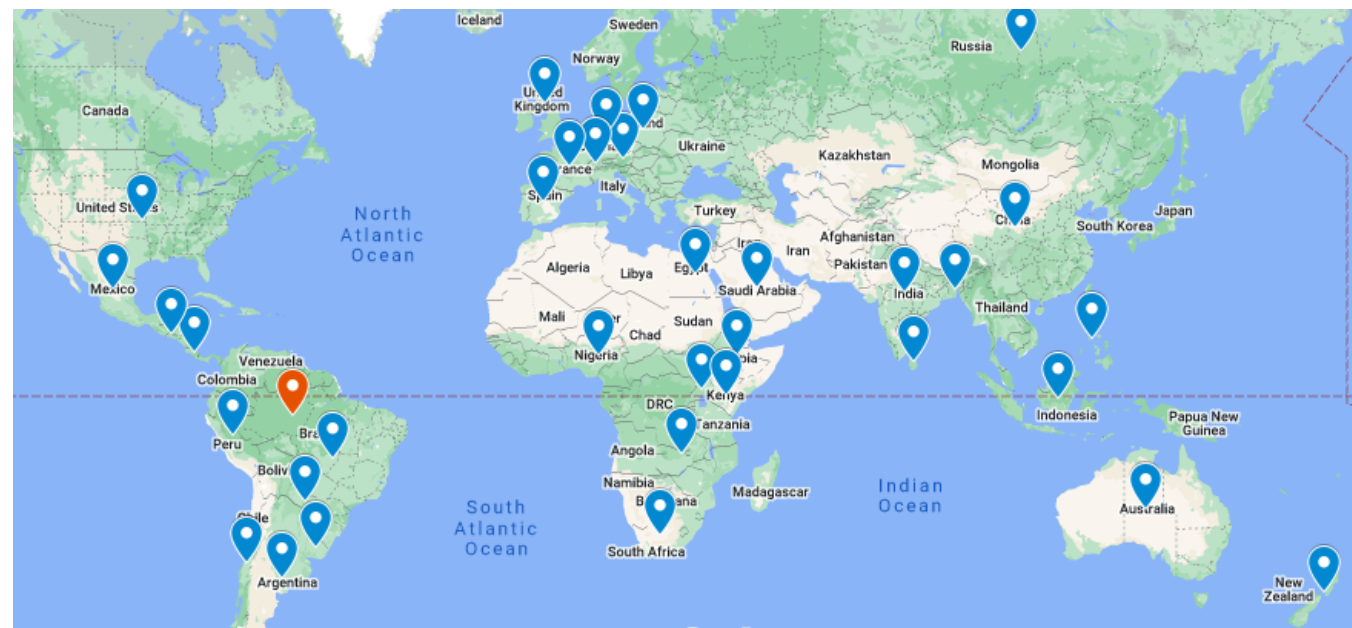
### ▶ 35 national & 1 regional business and disability networks

### ▶ 8 supporting non-business organizations



## ▶ A network for companies, by companies (2/3)

- ▶ 36 multinational enterprises
- ▶ **35 national & 1 regional business and disability networks**
- ▶ 8 supporting non-business organizations



## ▶ A network for companies, by companies (3/3)

- ▶ 36 multinational enterprises
- ▶ 35 national & 1 regional business and disability networks
- ▶ 8 supporting non-business organizations



Cornell University





## ► Strengthening National Business and Disability Networks and Supporting Initiatives in Africa (5 Oct)

- ❑ History, structure, members, success stories and plans of existing NBDNs
- ❑ The role of Employer and Business Membership Organizations (EMBOs) in supporting NBDNs
- ❑ The role of International NGOs in supporting NBDNs
- ❑ Ensuring financial sustainability
- ❑ Promoting effective governance
- ❑ Growing one's membership and services
- ❑ General discussion and next steps



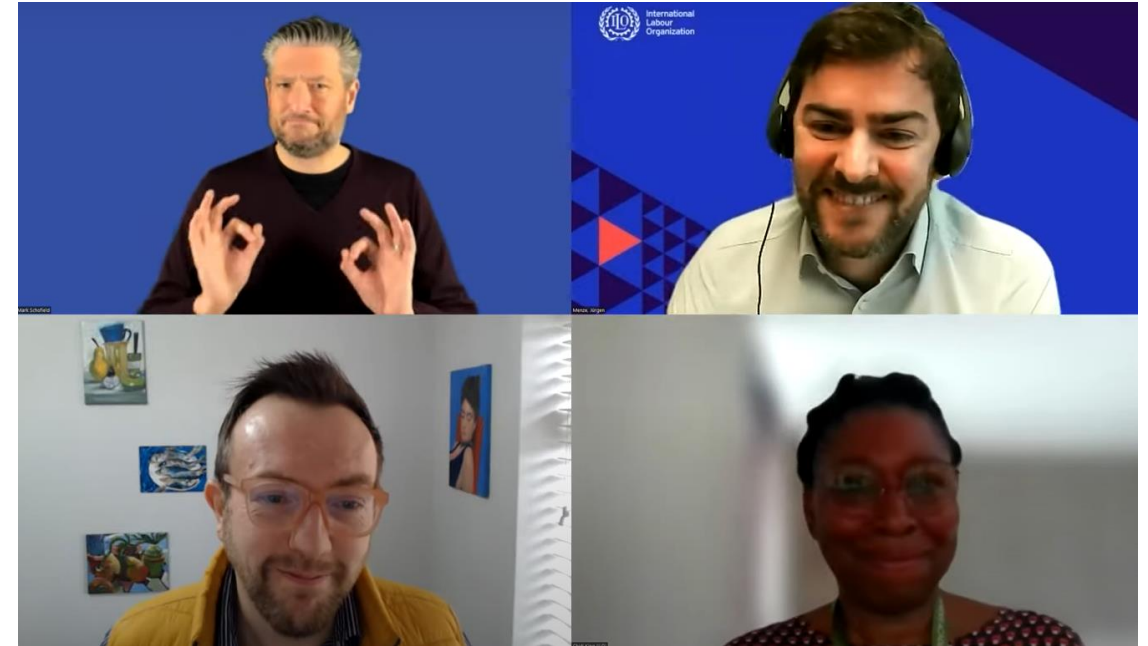
## ► Business Opportunities in Africa: Inclusion of Talent with Disabilities (26 Oct)

- ❑ Bilingual (English, French)
- ❑ Good corporate practices on disability inclusion in Africa
- ❑ National Business and Disability Networks: disability inclusion hubs for committed employers
- ❑ Training persons with disabilities to enhance their employability
- ❑ Partnering to build disability confidence and move forward the disability inclusion agenda in Africa
- ❑ Multi-stakeholder discussion



## 9<sup>th</sup> Global Annual Conference (28 Nov)

- ❑ Welcoming of and statements by new ILO GBDN members (ISS, Unilever, Veolia, Inditex, Renault Group and the National Business and Disability Networks from Argentina and France)
- ❑ Skilling and employment in the digital economy
- ❑ The power of procurement to promote disability inclusion
- ❑ Global tools for multinational enterprises
- ❑ Unlocking the potential of neurodivergent talent
- ❑ Partnerships at global and national levels



## Webinars

- ❑ How do you lip-read a robot? AI-powered HR technology has a disability problem (November)
- ❑ Neuro-inclusive companies: Unlocking the potential of neurodiverse employees (April)
- ❑ Reaping the business benefits of accessibility (February)
- ❑ Acquiring the digital skills that are highly in demand (February, as part of the Zero Project conference)
- ❑ Making skills and jobs inclusive of young persons with disabilities (December, jointly with the Global Initiative on Decent Jobs for Youth and Generation Unlimited)





## ► Four B2B Roundtables for ILO GBDN company members

- ❑ How disability inclusion work can learn from other diversity grounds (September), Accenture
- ❑ Disability disclosure and trust: Measuring engagement of disabled employees and disability-inclusive corporate cultures (June), Global Disability Inclusion and Mercer
- ❑ Drawing lessons from transformative D&I actions for the inclusion of persons with disabilities (June), Dr Gillian Shapiro (author of ILO's 2022 D&I report)
- ❑ Making online job portals accessible to candidates with disabilities (March), Atos

Discussion

- What are we doing to build trust for people with disabilities?
- How do we identify employees with disabilities? (HRIS / Surveys)
- What are the barriers to measurement? US/CA vs EU (GDPR)

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## ► Projects with ILO GBDN leadership or involvement

- ❑ **“Digital in Demand”**: Mapping in five Asian countries to identify opportunities to increase disability inclusivity of national digital labour markets – funded by German technical cooperation agency GIZ
- ❑ **“Accessibility of online job application and recruitment systems”**: Assessment of public and private sector employers’ e-recruitment systems and development of technical guidance – funded by International Telecommunications Union (ITU) and ILO
- ❑ **“Human Resources Expertise Alliance for a Disability Diverse and Inclusive workplace (HEADD IN)”**: innovative training and guidance to businesses, especially Human Resources departments, on disability inclusion practices. – project proposal submitted by European Association of Service providers for Persons with Disabilities (EASPD); potentially funded by European Commission



## ► Technical guidance and publications

- ❑ Revised ILO GBDN Self-Assessment Tool (November)
- ❑ *Co-sponsored:* Purple Planet: how to create high impact disability Employee Resource Groups/Networks in global organisations (November)
- ❑ Easy-to-read version of “An inclusive digital economy for people with disabilities” (November)
- ❑ Easy-to-read version of “Making the future of work inclusive of people with disabilities” (July)



## Communications

### ❑ LinkedIn:

>8,000 total followers; >1,750 new followers in 2022 (~26% increase)

### ❑ Bi-monthly newsletter:

>2,850 subscribers for English, >1,300 subscribers for Spanish

