



**GLOBAL BUSINESS
AND DISABILITY
NETWORK**

Disability inclusion makes good business sense

**How the Global Business and Disability Network can
support you to become a disability-smart company**



Are you ready to be a business leader on disability inclusion?

Members of the ILO Global Business and Disability Network (ILO GBDN) have **three key characteristics** in common. They have:

- ✓ Realised the many opportunities disability inclusion offers for increased business success.
- ✓ A presence in different countries and the aim to promote disability inclusion in most or all of their branches.
- ✓ Understood the benefits of peer-to-peer support among global companies on disability inclusion.

The more than 25 global companies that are members of the ILO GBDN vary in terms of workforce size, ranging from 25,000 to 400,000 employees.

In total, ILO GBDN members have a combined workforce of approximately 4 million employees. On average, each of these global companies operates in 30 different countries.

FOUR CONCRETE BENEFITS of being a member of the ILO GBDN:

1

**Learn from and
share with other
global leaders**

2

**Access country-specific
business and disability
insights**

3

**Generate
cutting-edge
knowledge**

4

**Showcase your
disability inclusion
work**

1

Learn from and share with other global leaders



The ILO GBDN understands that sharing is caring, so we have made the exchange of ideas, knowledge and approaches a pillar of our work. As a member you can learn from other leading companies at the global level:

- ✓ To convince your colleagues in local branches of your company about the benefits of employing persons with disabilities.
- ✓ To monitor progress in the area of disability inclusion, taking into account varying definitions of “disability” and the right to privacy of disability-related information.
- ✓ To get advice on creating globally applicable policies on accessibility and reasonable accommodation.
- ✓ To use the most effective strategies to combat stigma and stereotypes faced by persons with disabilities.
- ✓ To find out which terminology is best to use when presenting your disability inclusion work, and what terms or approaches to avoid.
- ✓ To promote digital and physical accessibility to benefit both employees and clients with disabilities.
- ✓ To know how you can promote disability inclusion through your supply chain.



2

Access country-specific business and disability insights



National Business and Disability Networks linked to the work of the ILO GBDN:

- Australian Network on Disability
- Austrian DisAbility Business Forum
- Bangladesh Business and Disability Network
- Brazil - Rede Empresarial de Inclusão Social
- Canadian Business SenseAbility
- Chile - Red de Empresas Inclusivas
- China Chapter of the ILO GBDN
- Costa Rica - Red de Empresas Inclusivas
- Egyptian Business and Disability Network
- El Salvador - Círculo de Empresas Inclusivas
- Ethiopian Business and Disability Network
- Germany - UnternehmensForum
- Indonesia Business and Disability Network
- Latin America - Red Iberoamericana de Empresas Inclusivas
- Mauritius - Business Mauritius
- Mexico - Movimiento Congruencia
- New Zealand - BusinessNZ
- Peru - Red Peruana de Empresas y Discapacidad
- Poland - Come CloSeR to Disability Task Force
- Saudi Arabia - Qaderoon Business Disability Network
- Spain - Foro Inserta Responsable
- Sri Lanka - Employers' Network on Disability
- UK - Business Disability Forum
- US - National Business & Disability Council
- Vietnam - Blue Ribbon Employer Council
- Zambia - Business and Disability Network

ILO GBDN members seek to promote disability inclusion in the different countries they operate in. Questions they bring to the ILO GBDN include the following:

- ✓ What is the legal framework in the Philippines? Is there a quota system and a sanction for non-compliance?
- ✓ Where can I find suitable candidates with disabilities in Egypt for a job or an internship?
- ✓ Are there vocational training centers and universities in Peru that have a good pool of candidates with disabilities?
- ✓ Which other global companies operate in Indonesia? And do these have experience in disability inclusion?
- ✓ Is there a national business and disability initiative in China?
- ✓ Are there civil society organizations that you could recommend in South Africa to advise us on disability-related matters?

The ILO GBDN provides support in addressing these and similar questions. This knowledge is shared through country-specific information available on the ILO GBDN website, as well as through ad hoc support to individual requests made by ILO GBDN members.

The ILO GBDN has exclusive access to:

- ✓ The offices of the ILO in more than 40 countries.
- ✓ The institutional link of the ILO with the most representative employer federations in the 187 member States of the ILO.
- ✓ The more than 20 national business and disability networks that are connected to the ILO GBDN.
- ✓ The globally operating disability NGOs in the ILO GBDN. These NGOs are present in a large number of developing countries and can provide technical advice and support to private sector companies.

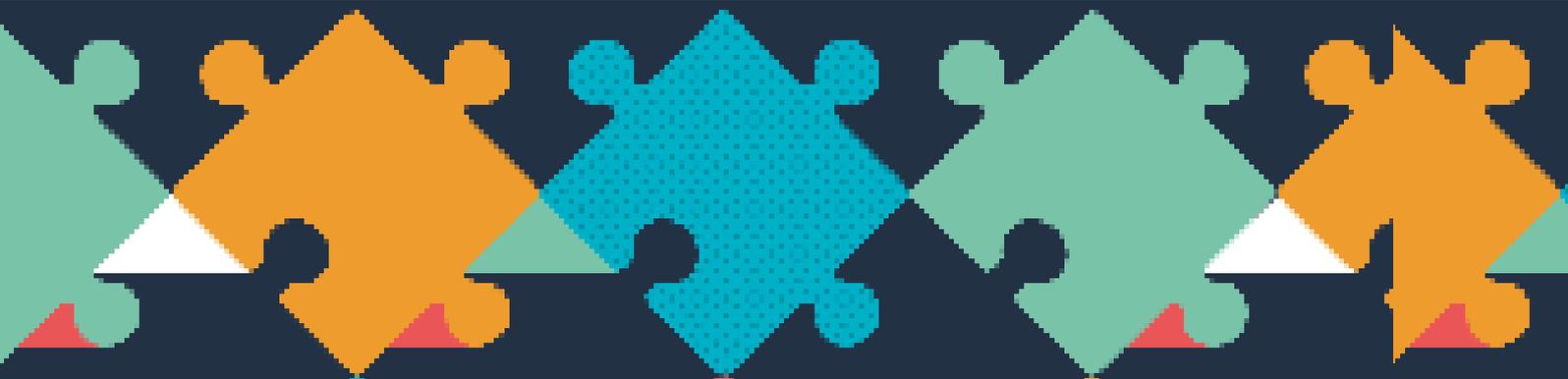
3

Generate cutting-edge knowledge

The ILO GBDN working groups are a unique way to access the expertise of other ILO GBDN members and other internationally recognized experts. These working groups prepare materials and tools which are especially relevant for global companies on topics of particular interest.

The current ILO GBDN working groups cover the topics of digital and physical accessibility, combatting stigma and stereotypes, mental health at work as well as job matching. In the area of mental health at work, the ILO GBDN will offer its members a knowledge platform bringing together good practices, practical guidance and tools. Any ILO GBDN member can suggest the creation of a working group on a new topic.

An area that the ILO GBDN is starting to address is the Future of Work and how it can provide even more opportunities for the inclusion of persons with disabilities and business success.



4

Showcase your disability inclusion work

The ILO GBDN provides a platform for global companies to present their disability-inclusive actions and approaches to a global audience. This has proved to be particularly relevant for practices implemented by branches of global companies, as this global recognition provides additional motivation to them. Further, it serves as an incentive to other branches of the company or other multinational companies to emulate such practices.

Global and regional events organized by the ILO GBDN, the ILO GBDN website, the ILO GBDN bi-monthly newsletter in English and Spanish as well as the LinkedIn page of the ILO GBDN are the main communication tools through which these practices are presented and shared with tens of thousands of visitors and followers each year.



The ILO GBDN Charter

The ILO GBDN Charter is the only global Charter for business in the context of disability that provides a global recognition to its members. Thus, Charter signatories position themselves as respected global leaders on disability inclusion.

THE ILO GLOBAL BUSINESS & DISABILITY NETWORK CHARTER



International
Labour
Organization

KNOWLEDGE SHARING

Report on company efforts to promote the employment of persons with disabilities to all relevant stakeholders and share information and experiences with our members.

EVALUATION

Review regularly the company disability inclusion policies and practices for their effectiveness.

COLLABORATION

Promote employment of persons with disabilities among business partners and other companies and collaborate with national employer and business networks, as well as with organizations working to advance the rights of persons with disabilities.

ATTENTION TO ALL TYPES OF DISABILITIES

Consider the needs of those persons with disabilities who face particular challenges accessing the labour market, including persons with intellectual and psychosocial disabilities.

RESPECT AND PROMOTION OF RIGHTS

Promote and respect the rights of persons with disabilities by raising awareness and combatting stigma and stereotypes they face.

NON-DISCRIMINATION

Develop policies and practices that protect persons with disabilities from all types of discrimination.

EQUALITY OF TREATMENT & OPPORTUNITIES

Promote equal treatment and equal opportunities for persons with disabilities by providing reasonable accommodation in all aspects and conditions of employment.

ACCESSIBILITY

Progressively make the company premises and communication to staff accessible for all employees with disabilities.

JOB RETENTION

Undertake appropriate measures to enable current employees who acquire a disability to retain or return to their employment.

CONFIDENTIALITY

Respect confidentiality of personal information regarding disability.



Selected publications and tools of the ILO GBDN and the ILO

- **Infostory: “The win-win of disability inclusion”**
<http://www.ilo.org/infostories/Stories/Employment/The-win-win-of-disability-inclusion#header>

Explore this InfoStory to find out why employing people with disabilities makes good business sense for private companies, and how you can help promote inclusion.

- **Guide for business on the rights of persons with disabilities**
http://www.ilo.org/global/topics/disability-and-work/WCMS_571094/lang--en/index.htm

Developed jointly by the UN Global Compact and the ILO, the “Guide for business on the rights of persons with disabilities - How business can respect and support the rights of persons with disabilities and benefit from inclusion” suggests concrete actions and measures companies can take to implement good practices that are inclusive of persons with disabilities in the workplace, marketplace and in the community - in alignment with relevant UN conventions and frameworks.

- **Promoting diversity and inclusion through workplace adjustments: A practical guide**
http://www.ilo.org/global/topics/equality-and-discrimination/WCMS_536630/lang--en/index.htm

Reasonable adjustments at the workplace, often times also referred to as reasonable accommodations, may include adaptations to the job, including modification of machinery and equipment and/or of an employee’s job content, working time and work organization. Reasonable adjustments aim to provide equal opportunities for employees at the workplace, so their skills and talents can be used to full capacity. By recognizing and accommodating individual needs, companies create work environments that truly welcome the diversity of their staff and thereby contribute to greater business success.

- **Business as unusual: Making workplaces inclusive of people with disabilities**
http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_316815.pdf

The inclusion of people with disabilities in the workplace is no longer absent from the business agenda. Nonetheless, managers still struggle in implementing inclusion strategies effectively. Based on examples from 15 multinational companies, employers’ organizations and business networks, this publication presents key factors leading to the successful inclusion of people with disabilities in the workplace.

accenture

Adecco

ACCOR HOTELS
Feel Welcome



Atos



BNP PARIBAS

Capgemini

Carrefour

GROUPE
Casino
NOURRIR UN MONDE
DE DIVERSITÉ



DXC.technology

EDF

ENGIE

IBM

legrand

L'ORÉAL
PARIS



MSD



REPSOL

سافل
SAVOLA

SOCIETE
GENERALE

sodexo

Standard Bank

TOTAL

Standard
Chartered

telenor

Cornell University

DPOD
Disabled People's Organisations Denmark

Hi
humanity
& inclusion

International
Disability
Alliance

Leonard
Cheshire

LIGHT
FOR THE WORLD

Sightsavers

Worcester Polytechnic Institute

**To find out how to become a member,
please contact us at**

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