



▶ Are you ready to become a leading business on disability inclusion?

Increasingly, companies recognise that more diverse and inclusive workforces, including employees with disabilities, yield better business results, e.g. more inclusive enterprises are better at innovating, problem-solving, attracting talent, and thus more competitive in labour markets across the globe.

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



“Companies increasingly recognize that their diversity, equity and inclusion efforts must address the inclusion of

persons with disabilities to lead to positive and sustainable business changes. The ILO Global Business and Disability Network provides a unique space for enterprises to learn from and support each other on their respective disability inclusion journey.”

Gilbert F. Houngbo, ILO Director-General

- ▶ Realise the many opportunities disability inclusion offers for increased business success.
- ▶ Are present in different countries and aim to promote disability inclusion in most or all of their branches.
- ▶ Understand the benefits of peer-to-peer support among multinational enterprises on disability inclusion.

The more than 35 multinational enterprises that are members of the ILO GBDN vary in terms of industry sectors and workforce size, ranging from 25,000 to over 700,000 employees.



Learn from and share with other global leaders

The ILO GBDN understands that sharing is caring, so the exchange of ideas, knowledge and approaches is a key 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 and subsidiaries of your company about the benefits of employing persons with disabilities.
- ▶ 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 promote digital and physical accessibility to benefit both employees and clients 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 stay on top of emerging issues like Artificial Intelligence and climate action from a disability inclusion perspective.
- ▶ To find out which terminology is best to use when presenting your disability inclusion work, and what terms or approaches to avoid.
- ▶ To know how you can promote disability inclusion through your supply chain.



“I am proud to sign the Charter of the ILO Global Business and Disability Network, which is fully in

line with our values of respect, responsibility and solidarity. Promoting the employment of people with disabilities and supporting our colleagues who have a physical or mental disability is a concrete expression of these values.”

Estelle Brachlianoff, CEO of Veolia

Access country-specific business and disability insights

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/or universities in Peru that have a good pool of candidates with disabilities?
- Which other multinational enterprises operate in Indonesia? And do they have experience in disability inclusion?
- Is there a national business and disability initiative in China?
- Are there civil society organisations that you could recommend in South Africa to advise us on disability-related matters?



World map indicating countries with National Business and Disability Networks

The ILO GBDN provides support in addressing these and similar questions. This knowledge is also 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:

- A unique network of more than 30 affiliated National Business and Disability networks and the opportunity to help build their capacity to meet the needs of your national leadership teams.
- The most representative employer federations in the 187 Member States of the ILO, as they form part of the governance structure of the ILO.
- Offices of the ILO in more than 60 countries.
- The United Nations system at global and country level, including the United Nations Global Compact and its Local Networks.
- Globally operating disability NGOs with employment expertise which are present in a large number of developing countries and can provide technical support to private sector companies.

Generate cutting-edge knowledge

The ILO GBDN leverages its multitude of company members from different industries and cultural backgrounds to develop universally applicable disability inclusion guidance and to continue to be a thought leader on disability inclusion in the worldwide business community.



“At Deloitte, we want everyone to feel they can be themselves and thrive at work in each country in which Deloitte operates, in everything we do,

every day. Inclusion is embedded in our shared values and is a commitment that is foundational to our organization. I am proud to sign the ILO Global Business and Disability Network Charter, confirming Deloitte’s commitment to disability inclusion.

Joe Ucuzoglu, CEO of Deloitte

The ILO GBDN Self-Assessment Tool acts as a *de facto* global standard on the inclusion of persons with disabilities in companies. The ILO GBDN’s global publications on a disability-inclusive Future of Work and on the digital economy have been groundbreaking.

Global and regional conferences, public webinars and invitation-only B2B roundtables by the ILO GBDN contribute to the unique peer-to-peer learning exchange among ILO GBDN members and enrich their knowledge on topics like global workplace adjustments, disability-inclusive recruitment systems, globalising Employee Resource Groups on disability or the promotion of digital accessibility.

Showcase your disability inclusion work

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

Global and regional events organised 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.



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



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



Promote equal treatment and equal opportunities for persons with disabilities by providing reasonable accommodation in the recruitment process, on-the-job, apprenticeships, training, job retention, career development and other relevant terms and conditions of employment.



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



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



Respect confidentiality of personal information regarding disability.



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



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



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



Report on company efforts to promote the employment of persons with disabilities to all relevant stakeholders and share information and experiences with the members of the ILO Global Business and Disability Network. The ILO will utilise the company reports and practices in its own communication, wherever relevant.

Become a member

- ▶ Once your company has expressed interest in becoming an ILO GBDN member, both parties engage in a due diligence process. While you review the Public-Private Partnership (PPP) agreement document shared by the ILO, we will undertake a high-level review to ensure your company's compliance with core United Nations values and principles.
- ▶ Once the due diligence process is finalised, a senior executive of your company signs our PPP agreement, which is then counter-signed by the ILO's director of the partnerships department. The PPP agreement enables us to receive your company's annual membership fee of US\$ 10,000, as a contribution towards the ILO GBDN's core costs and financial sustainability.
- ▶ Once the PPP agreement is finalised, your CEO signs the [ILO GBDN Charter](#), committing to its Ten Principles that our members use to shape their disability inclusion strategies worldwide. The formal signing of the ILO GBDN Charter, communicated with a statement of intent from your CEO. The ILO GBDN Charter is counter-signed by the ILO Director-General.
- ▶ We then work with you to design the ILO GBDN new member launch strategy, which communicates to your key internal and external audiences your commitment to partnering with us to promote consistent good disability inclusion practice in the countries you operate in.

We are happy to be in touch at businessanddisability@ilo.org for any questions you might have.

International Labour Organization
Route des Morillons 4
1211 Geneva, Switzerland
Tel. +41 22 799 7273
www.businessanddisability.org