



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK



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





▶ 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



▶ **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