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