Disability in the Workplace
Topics

- The ILO, disabled people and work---a significant untapped human resource
- Why employers hire people with disabilities---from compliance to the business case
- More about the business case---employers realizing the benefits of disability diversity
- What businesses are doing---practices in the workplace
- What employers’ organizations and business networks are doing --- practices in representatives of business
- The ILO Global Business and Disability Network---sharing knowledge and engaging with business
- Other resources---getting additional information
What are the basic international instruments?

- All ILO Conventions cover people with disabilities, but some are more significant, e.g. ILO Discrimination (Employment and Occupation) Convention (No. 111), 1958, ratified by 169 countries.

- Some address disability in particular, such as the ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention (No.159), 1983, ratified by 82 states, the accompanying Recommendation No. 168, and the voluntary ILO Code of Practice for Managing Disability in the Workplace, 2002.

- The ILO supports the UN Convention on the Rights of Persons with Disabilities (UNCRPD), ratified by 105 countries and signed by 153 countries.

- People with Disabilities and Decent Work: Definitions, data and barriers to employment
ILO Convention 159

Vocational Rehabilitation and Employment (Disabled Persons), 1983

Calls for governments to establish laws, policies, etc. to achieve equality of opportunity and treatment for all categories of disabled persons and specifically to:

- Formulate a policy on vocational rehabilitation (career guidance, employment services) and employment
- Promote equal employment opportunities in the open labour market
- Use positive measures to promote equal opportunity (not to be considered discriminatory)

Implications for employers

May have led to the adoption of laws and policies to promote:

- Employment through quota systems or other affirmative action measures or laws
- Specialized services including training and job placement
- Employer hiring incentives
- Special services to support employers
# ILO Code of Practice

## Managing Disability in the Workplace, 2002

A voluntary code to provide guidance to public and private sector employers. The Code is:

- Based on principles of equality of opportunity for and treatment of disabled persons
- Based on the conviction that employers benefit from the hiring of people with disabilities

## Implications for employers

The Code provides specific guidance with regard to disabled employees and disability management, such as on:

- Strategy development
- Making adjustments
- Providing accommodation
- Recruitment
- Promotion
- Job retention
United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)


“To promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities and to promote respect for their inherent dignity.”

The UNCRPD is promoting disability rights around the world and changing legislation in many countries.
UNCRPD’s relevance to the employers (1)

Article 5: Equality and nondiscrimination

“States Parties shall prohibit all discrimination on the basis of disability and guarantee to persons with disabilities equal and effective legal protection against discrimination on all grounds…”

“In order to promote equality and eliminate discrimination, States Parties shall take all appropriate steps to ensure that reasonable accommodation is provided…”

What is reasonable accommodation?

“Reasonable accommodation means the necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms”
UNCRPD’s relevance to the employers (2)

Article 27: Right to work and employment

“Recognizes the right of persons with disabilities to work, on an equal basis with others...in work freely chosen...in a work environment that is open, inclusive and accessible...”

“State parties shall safeguard and promote the realization of the right to work...by taking appropriate steps including legislation, to...”

Workplace laws and policies can be expected to be reviewed and revised to

• Prohibit discrimination
• Protect rights
• Promote employment in the private sector through policies and measures such as affirmative action, incentives, etc.
• Ensure that reasonable accommodation is provided
• Promote job retention and return to work programmes

(This is not a complete list)
# What is meant by disabled person?

<table>
<thead>
<tr>
<th>ILO, 1983</th>
<th>UNCRPD, 2006</th>
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<tbody>
<tr>
<td>“...an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment”</td>
<td>“Persons with disabilities include those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”</td>
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</table>

Each country has its own definition and often has different definitions for different purposes or laws, such as for employment, social security or other benefits.
Disabled People: A significant group

- Over a billion people, or about 15% of the world's population, live with some form of disability

- **785 million** persons with disabilities globally are of **working age** (15 – 59 years old)

- Rates of disability are **increasing worldwide** due to population **ageing** and the global increase in **chronic health conditions**

- People with disabilities are the **world’s largest minority** and **most people will experience disability** at some point in their lifetime

  *World Disability Report (WHO & World Bank, 2011)*

Data is often inaccurate or unavailable in developing countries.
People with disabilities are a diverse group

<table>
<thead>
<tr>
<th>Type</th>
<th>Onset</th>
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<tbody>
<tr>
<td>Physical</td>
<td>Birth</td>
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<tr>
<td>Limited mobility, strength, dexterity</td>
<td>Childhood</td>
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<tr>
<td>Sensory and Communication</td>
<td>Adulthood</td>
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<tr>
<td>Vision, hearing, speaking</td>
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<tr>
<td>Intellectual</td>
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<tr>
<td>Learning (e.g., dyslexia)</td>
<td></td>
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<tr>
<td>Psycho-social (e.g., mental health related)</td>
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<table>
<thead>
<tr>
<th>Severity</th>
<th>Visibility</th>
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<tr>
<td>Severe</td>
<td>Observable</td>
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<tr>
<td>Moderate</td>
<td>Invisible</td>
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<tr>
<td>Mild</td>
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While people with disabilities share common experiences of exclusion and barriers, we cannot generalize. Women with disabilities’ situation is unique because they face multiple forms of discrimination.
### Decent work issues (1)

<table>
<thead>
<tr>
<th>Exclusion from education and training</th>
<th>Lower rates of labour force participation</th>
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</thead>
<tbody>
<tr>
<td>UNESCO estimates <strong>only 10 per cent</strong> of children with disabilities attend school in developing countries (2006).</td>
<td>In Hungary, <strong>only 12.8 per cent</strong> of disabled people are in the workforce compared to 66.7 per cent for nondisabled people (Eurostat 2002).</td>
</tr>
<tr>
<td><strong>Less than 3 per cent</strong> of persons with disabilities in Viet Nam have received skills training (2006).</td>
<td>In Korea, <strong>only 38.2 per cent</strong> of disabled people are in the workforce compared to 61.9 per cent for non-disabled people (Korea MOL 2007).</td>
</tr>
</tbody>
</table>
## Decent work issues (2)

<table>
<thead>
<tr>
<th>Lower wages</th>
<th>Informal economy and poverty</th>
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<tr>
<td>In the US, persons with disabilities on average make $6,500 less annually</td>
<td>More likely to be in jobs in the informal economy which lack</td>
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<tr>
<td>than their non-disabled counterparts (Erikson et al. 2008)</td>
<td>protection and benefits</td>
</tr>
</tbody>
</table>

| In Korea average annual earning for disabled workers is $18,888 compared  | More likely to be poor: In Bolivia, 66% of disabled persons are   |
| to $28,800 for non-disabled persons (Korea MOL 2007).                     | below the poverty line (INE Bolivia 2001).                       |

Yet when people with disabilities do work they make excellent employees...the business case for hiring.
Why do employers hire people with disabilities?

Five basic reasons:

1. They must
2. Someone asked
3. To do the right thing
4. They are encouraged
5. It makes good business sense
1. They must! Legislation and policies

<table>
<thead>
<tr>
<th>Quota systems</th>
<th>Anti-discrimination laws</th>
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<tbody>
<tr>
<td>• Requires that a certain percentage of employees have disabilities</td>
<td>• Prohibit discrimination based on disability</td>
</tr>
<tr>
<td>• Binding quotas usually have a levy</td>
<td>• Usually call for reasonable accommodation</td>
</tr>
<tr>
<td>• Funds are then used to increase employability of disabled persons or to provide employer incentives</td>
<td>• Several countries see an increase in number of complaints</td>
</tr>
</tbody>
</table>
2. Someone asked!

- A disabled person applies
- Approached by a current employee to hire someone with a disability
- An employee is disabled on the job and wants to remain working
- Specialized employment services personnel
  - Use a marketing approach---employers are customers
  - Individualized job matching based on employer need
  - Specialized trained staff
  - Disabled persons trained in self-placement
- Regular employment services
- Participation in job fair
3. They should! Do the right thing

- Human rights
  - ILO standards
  - UNCRPD
  - Ruggie Principles
- Corporate social responsibility
- Economic reasons
  - ILO study estimates the cost of overall social exclusion of people with disabilities is 3 to 7 per cent of GDP
- Company policy

- Public image
- Certification programmes
  - ISO 2000-type
  - Others
- Codes of conduct
  - Industry-based or others
- Framework agreements
  - with trade unions
- United Nations Global Compact
4. They are encouraged

<table>
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<tr>
<th>By government</th>
<th>By peers or other organizations</th>
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</thead>
<tbody>
<tr>
<td>• Tax incentives</td>
<td>• Trade unions, workers organizations and others working in partnership with business</td>
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<tr>
<td>• On-the-job training funds</td>
<td>- Kanagawa Regional Council of the Japanese Electrical, Electronic and Information Union</td>
</tr>
<tr>
<td>• Collaborative training programmes</td>
<td>• Other employers networks, such as Chambers, employers organizations, or business networks</td>
</tr>
<tr>
<td>• Income support</td>
<td>- US Business Leadership Network</td>
</tr>
<tr>
<td>• Awards and recognition</td>
<td>- Employers Network on Disability in Ceylon</td>
</tr>
<tr>
<td>• Technical supports</td>
<td>- Employers Disability Network in Australia</td>
</tr>
<tr>
<td>• Partnership programmes</td>
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</tbody>
</table>
5. It makes sense! The business case

- Managing a diverse workforce, including disabled workers, is a major factor in efficiency, productivity and overall success.
- When matched to jobs, people with disabilities have:
  - good productivity
  - often better attendance rates
  - excellent safety records
  - exemplary job retention rates
- People with disabilities are customers, with large disposable incomes in some countries.
- Hiring disabled workers can lead to better public image for the company and increased morale at the workplace.

In the United States, Walgreens set up a fully accessible distribution centre and hired many disabled employees, including those with autism and intellectual disabilities. The results---production increased by 20 per cent and the model is being copied at its other centers.
More about the business case:

What companies and researchers have found:

1. Good dependable employees
2. Better job retention
3. Improved company image
4. Disabled people as a market
Good and dependable employees

Dupont Study (1958-1990)
Disabled workers performed comparable to or better than non-disabled peers with regard to:

- Safety
- Attendance
- Job Performance
Better job retention

Tricon Restaurants, Australia

- Hired 180 over 2 year period
- **Retention rates 4.5 per cent higher**
- 100 per cent safety record
- 85 per cent rated as equal to or better than other employees

Unpacking the Evidence, Employers’ Forum on Disability, 2001

Marriott hiring through its programme Pathways to Independence, US

- 6% turnover rate compared to 52% for overall workforce

www.askearn.com
Company image: Attracting customers

National Survey of ‘Consumer Attitudes Towards Companies that Hire People with Disabilities’ (Journal of Vocational Rehabilitation, 2005)

– 92% view companies that hire people with disabilities favourably

– 87% prefer to give business to companies that hire people with disabilities

– 57% of customers would switch brands because of a cause
Disabled people as customers is an overlooked market

Annual disposable income

- Nearly 30% of American families have at least one family member with a disability.
- The disability market, which includes customers with disabilities and their families represents a US $ One Trillion Dollar market segment. (www.askearn.org)
- In UK: £80 Billion/US $128 Billion (Disability Action.org)
- In Canada: $25 Billion (Royal Bank of Canada, 2001)
What are the costs?

• In many countries the government provides subsidies to reduce costs of extra training or reasonable accommodation.

• But often, there are **no** additional costs
  
The US Labor Department’s Job Accommodation Network reports that 56% of the accommodations made by businesses cost absolutely nothing. When costs are incurred, they average less than $600.

  Marks and Spencer found that when accommodations are required, two-thirds do not result in additional costs

• Benefits may outweigh the cost of accommodation
What are the savings?
A company example

Carolina Fine Snack, US SME

• Started hiring disabled employees
• Turnover dropped from 80% every six months to 5%
• Productivity rose from 70% to 95%
• Absenteeism dropped from 20% to less than 5%
• Tardiness dropped from 30% of staff to zero

“And”, according to the manager, “the positive attitude of disabled workers rubbed off on co-workers as well.”

Reported in Fortune Magazine and found on www.askearn.com
What are companies doing to become more disability diverse?

Some common areas of practice and change related to:

1. Internal operations and policies
2. Training, hiring and retention practices
3. Partnerships, collaboration and the supply chain

—Based mostly on Disability in the Workplace: Company Practices, ILO, 2010
Practices in internal operations

- Policy statements on non-discrimination and inclusion
- Benchmarking activities
- Measures to make workplace, printed materials, web sites and commercial outlets or distribution points accessible
- Employee disability networks
- Disability awareness training
Example: Disabled employee networks

These groups typically involve disabled employees or those interested in disability which serve internal advisory, advocacy, or support functions.

- Dow’s DisAbility Employee Network
  - Improves perceptions about people with disabilities.
  - Fosters professional and personal success of people with disabilities.
  - Promotes community outreach.
  - In November 2009, Dow India launched a DisAbility Employee Network.
<table>
<thead>
<tr>
<th>Practices in training, hiring or retention</th>
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</thead>
<tbody>
<tr>
<td>• Specific recruitment or community outreach to attract disabled candidates</td>
</tr>
<tr>
<td>• Training, mentoring or leadership programmes</td>
</tr>
<tr>
<td>• Interns with disabilities</td>
</tr>
<tr>
<td>• Human resource or management staff trained and assigned to address work-related disability issues</td>
</tr>
<tr>
<td>• Policies and practice for business-to-business relationships with entrepreneurs with disabilities</td>
</tr>
</tbody>
</table>
### Example: Internships and training

<table>
<thead>
<tr>
<th>Internship</th>
<th>Training</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IBM Project Able</strong> provides</td>
<td><strong>Telenor Open Minds programme</strong> is a two-year</td>
</tr>
<tr>
<td>internships for university</td>
<td>on-the-job training programme for people with</td>
</tr>
<tr>
<td>student with disabilities in</td>
<td>physical disabilities, which operates in</td>
</tr>
<tr>
<td>partnership with the American</td>
<td>Norway, Sweden, Malaysia and Pakistan.</td>
</tr>
<tr>
<td>Association for the Advancement of Science and Entry Point!</td>
<td></td>
</tr>
</tbody>
</table>
Practices in partnership

- Policies, standards or specific programmes that reach out or influence vendors and the supply chain
- Employee volunteer programmes
- Collaboration with trade unions, non-governmental organizations and governments
- Collaboration with disabled persons’ organizations
- Adherence and promotion of accessibility standards
- Participation in business groups and networks
Example: Collaboration

MphasiS in India

- Coordinates to support the Office of Disability Services (ODS) at the India Institute of Management in Bangalore (IIM-B)
- ODS supports students with disabilities and provides accommodations
- MphasiS hires many graduates
What are employers’ organizations and business networks doing to become more disability inclusive?

Some common areas of practice:

1. Raising awareness and building capacity
2. Providing information and tools
3. Influencing policy
4. Providing career development opportunities
5. Linking disabled job-seekers with employers

—Based mostly on Disability in the Workplace: Employers’ Organizations and Business Networks, ILO, 2011 (forthcoming)
Raising awareness and building capacity

- Disability awareness workshops and training courses
- Consultancy services on specific topics, e.g. making business accessible to employees and customers with disabilities
- Member events
- Publicity campaigns

**Example: Members event and campaign**

The US Business Leadership Network (USBLN) organizes:

- USBLN Annual Conference for corporate members and affiliates to recognize champions of promoting disability inclusion.
- Launched “What can you do?”, a campaign for disability employment to encourage employers to build inclusive workplaces for disabled persons.
Providing information and tools on disability and employment

- Disability facts and figures
- Examples of best practice
- Practical advice on specific disability topics
- Disability manuals
- Benchmarking exercises

Example: Benchmarking disability inclusion

The Employers’ Forum on Disability (EFD), United Kingdom

- Developed “Disability Standard”, a self-assessment tool for enterprises and public entities to evaluate their performance related to disability.
Example: Disability manual

The Confederation of Indian Industry (CII) published

- *A value route to business success: The why and how of employing persons with disability*
  - Provides guidance for employers on recruiting and managing disabled persons in the workplace.
Influencing policy on employment and training of disabled people

- Participate in joint committees with government agencies to develop policies on education, training and inclusion
- Develop corporate codes of practice on disability inclusion

- Example: Code of Practice
  The Employers’ Federation of Ceylon (EFC), Sri Lanka

  - Established “Managing Disability Issues at the Workplace”, a voluntary code for employers that provides guidance on managing disability issues
Providing career development opportunities

- Career counselling
- Skills training
- On-the-job training
- Internships

Example: Skills training

The Chamber of Industries of Guayaquil (CIG), Ecuador

- Launched the “Free training programme for persons with disabilities”
  - Offers courses on computer, accounting, secretarial and entrepreneurship skills
  - 214 disabled persons received training on 2010
  - Most participants found employment
Example: Internships

- **Australian Network on Disability (AND): Stepping into...™**
  - Provides internship opportunities for university students with disabilities studying law, accounting and finance, engineering, IT, public policy, marketing and HR
  - Four weeks paid internship
  - Promotes programme to its members and students with disabilities
  - Matches students to host organizations
  - Conducts an evaluation at end of programme

- **Business Advisory Board on Disability, Russian Federation: Path to Career**
  - Offers training programme to disabled students on CV writing and interview skills
  - Organizes annual competition for disabled students that provides awards on best presentation and best interview
  - As a result, students are offered internships, job shadowing or employment opportunities
Linking disabled jobseekers with employers

- Job fairs
- Databases of jobseekers with disabilities
- Matching candidates with employers
- Promoting contracting opportunities for entrepreneurs with disabilities

**Example: Job fairs**

NASSCOM, India

- Collaborates with educational institutes and vocational rehabilitation centres to identify job seekers with disabilities
- Brought together 450 disabled job-seekers with IT employers in 2010
- 70 candidates recruited on the spot
- Plans to organize similar events in multiple states in India
Example: Entrepreneurs with disabilities

• US Business Leadership Network (USBLN): Disability Supplier Diversity Program
  – USBLN corporate partners have the opportunity to expand their supplier diversity initiatives
  – Provides certification for business that is at least 51 per cent owned and operated by a disabled person
  – Certification is renewed annually
  – Has 16 corporate partners and 23 certified businesses as of 2010
Example of Success: PHD Chamber of Commerce, India

- Identified a need to work in the area of disability inclusion
- Found partners: disabled persons’ organizations, government, NGOs and trade unions
- Conducted research on current practices of members
- Held meetings to determine interests of members
- Defined a strategy
- Moved into practical activities, such as job fairs, working with partners to establish a database of disabled applicants
### What is the ILO Global Business and Disability Network?

<table>
<thead>
<tr>
<th>Members</th>
<th>Purposes</th>
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<tbody>
<tr>
<td>• Multinational enterprises</td>
<td>• Sharing knowledge and identifying good practices</td>
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<tr>
<td>• Employers’ organizations and business networks</td>
<td>• Strengthening employers’ organizations at country level</td>
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<tr>
<td>• Selected NGOs and DPOs with international outreach</td>
<td>• Developing joint products and services</td>
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<td></td>
<td>• Linking to ILO projects and activities</td>
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</table>
Sharing knowledge

• Example: *Disability in the Workplace: Company Practices (ILO, 2010)*
  – Illustrates 25 contemporary practices of private enterprises on their work on disability as they relate to
    • Hiring and retention
    • Products and services
    • Corporate social responsibility

• Example: *Disability in the Workplace: Employers’ Organizations and Business Networks (ILO, 2011)*
  – Illustrates 12 contemporary practices of employers’ organizations and business networks on their disability work as they relate to
    • Structure and partners
    • Key activities
    • Achievements
    • Lessons learned
Developing joint products and services

- Compilation of national disability laws, especially as they relate to labour issues and hiring of disabled persons

Linking to ILO projects

- Example: Marks and Spencers works with its supply chain to encourage integration of people with disabilities into the workforce—Marks and Starts.
  - Marks and Starts started the programme in Bangladesh in 2006
  - 222 people with disabilities had been trained to work in 21 sourcing facilities
  - The ILO Technical and Vocational Education Training (TVET) Reform project provided technical assistance and equipment to streamline and upgrade the training of the NGO
  - As a result, the capacity to train has doubled to meet increased demand for workers

Disabled female worker benefits from Marks and Starts
Strengthening Employers’ Organizations (EO)

- Build capacity of EOs so they can influence small and medium-sized companies at the national level to address the issue of disability in the workplace

- Example: EO Study tour
  - The ILO organized a study tour in Sri Lanka in collaboration with the Employers’ Federation of Ceylon (EFC), Sri Lanka
  - 7 employers’ organizations in Asia participated
  - Participants developed a specific plan of action for implementing measures to promote the hiring of disabled persons
## Organizational progress

### Members and meetings

- 43 multinational enterprises
- 17 employers’ organizations and business networks
- Other members: DPOs, NGOs, research institutions
- Held five regional meetings in 2010-2012:
  - Paris, sponsored by Accor Hotels
  - Bangalore, sponsored by Wipro
  - Buenos Aires, sponsored by Union Industrial Argentina
  - Johannesburg, sponsored by Standard Bank

### Structure and communication

- Steering Committee
  - Held four steering committee meetings
  - Developed and reviewed membership agreement
- Operational procedures in place
- Established communication strategy for the Network
  - Quarterly newsletters
  - Email alerts on new legislation or policy updates and information briefs on current disability issues
- Web site: [www.businessanddisability.org](http://www.businessanddisability.org)
- ILO TV: 20 corporate films on disability ([http://www.youtube.com/ilotv#p/c/73A22D93B709417B](http://www.youtube.com/ilotv#p/c/73A22D93B709417B))
Future plans

• Increasing and formalizing membership
• Increasing contributions from members
• Developing new products --- UNCRPD guideline for companies; B2B skills inventory; country-level database; self-assessment toolkit
• Continuing and expanding current activities --- meeting, study tours, knowledge sharing
• Encouraging the development of national networks
• Establish regional Network structures
<table>
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<tr>
<th>Members: 43 Companies</th>
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<tbody>
<tr>
<td>Accenture, Ireland</td>
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<td>Accor Hotels, France</td>
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<td>Adecco, Switzerland</td>
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<td>A.K. Khan, Bangladesh</td>
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<td>Allianz, Germany</td>
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<td>American Express, USA</td>
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<td>Carrefour, France</td>
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<td>Casino, France</td>
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<td>Ceval Logistics, USA</td>
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<td>Cisco, USA</td>
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<td>Credit Suisse, Asia</td>
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<td>Dow Chemicals, USA</td>
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<td>Delta Holding, Serbia</td>
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<td>Ernst &amp; Young, USA</td>
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<td>H &amp; M, Sweden</td>
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<td>IBM, USA</td>
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<td>Infosys, India</td>
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<td>KPMG, Netherlands</td>
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<td>Kyobo Life Insurance, Korea</td>
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<td>L’Oreal, France</td>
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<td>Manpower, USA</td>
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<td>Microsoft, USA</td>
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<td>Mphasis, India</td>
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<td>MTN, South Africa</td>
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<td>Nokia, Finland</td>
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<td>Novartis, Switzerland</td>
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<td>Orange, France</td>
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<td>PepsiCo, USA</td>
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<td>Samsung Electro-Mechanics, Korea</td>
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<td>Sasol, South Africa</td>
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<td>Serasa Experian, Brazil</td>
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<td>Sodexo, France</td>
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<td>Standard Bank, South Africa</td>
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<td>Tata Consultancy Services, India</td>
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<td>Telefonica, Spain</td>
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<td>Telenor, Norway</td>
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<td>Thomson Reuters, Bangalore</td>
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<td>UBS, Asia</td>
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<td>Yum! Brands, USA</td>
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<td>Volvo, Sweden</td>
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<td>Walgreens, USA</td>
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<tr>
<td>Westpac, Australia</td>
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<td>Wipro, India</td>
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</tbody>
</table>

As of March 2012
**Members: 17 Employers’ Organizations and Business Networks**

- Australian Employers Network on Disability
- Bangladesh Employers' Federation
- BusinessNZ, New Zealand
- Cámara de Comercio de Guayaquil, Equador
- China Enterprise Confederation
- Employers' Federation of Ceylon, Sri Lanka
- Employers’ Federation of India, Mumbai
- Employers’ Confederation of Thailand
- Mauritius Employers' Federation
- Mongolian Employers' Federation
- Namibian Employers' Federation
- National Association of Software and Services Companies (NASSCOM)
- PHD Chamber of Commerce and Industry, New Delhi, India
- UK Employers’ Forum on Disability
- US Council for International Business
- US Business Leadership Network
- Viet Nam Chamber of Commerce and Industry
- PHD Chamber of Commerce and Industry, New Delhi, India
- The Employers’ Federation of Ceylon, Sri Lanka
- US Council for International Business

People with disabilities are represented by the International Disability Alliance. Regional networks of resource NGOs, universities, etc. are also members.
Benefits of joining the Network

- You will be in ‘good company’
- Business 2 Business knowledge sharing
- Access to ILO institutional knowledge
- Stay up-to-date on current international standards and changing national frameworks
- Increased access to untapped talent
- Opportunity to help craft the Network
- Help in meeting HR diversity and CSR goals through Network activities
Contacts

For more information about the Network, visit www.businessanddisability.org or please contact: businessanddisability@ilo.org

Debra Perry: Senior Specialist in Disability Inclusion, Skills and Employability
Henrik Moller: Senior Specialist, Bureau for Employers’ Activities
Jae-Hee Chang: Project Technical Officer, Bureau for Employers’ Activities
Resources on the Web

ILO web sites and ILO TV:

Disability: http://www.ilo.org/disability
Employers’ Activities: http://www.ilo.org/actemp
NATLEX: Database of national labour, social security, and related human rights legislation http://www.ilo.org/natlex
ILO TV: Global Business and Disability Network playlist http://www.youtube.com/ilotv#p/c/73A22D93B709417B

Other Sources:

US Department of Labour/Cornell University Project http://www.askearn.org
Job Accommodation Network: http://www.jan.edu
Australia JobAccess: http://jobaccess.gov.au
References and Publications

Disability in the Workplace: Company Practices (2010)

Disability in the Workplace: Employers’ Organization and Business Networks (2011)


Equality at Work: Tackling the Challenges (2007)

Equality at Work: The continuing Challenge (2011)

ILO Disability Publications List: http://www.ilo.org/skills/what/pubs

Questions about other labour topics and ILO standards?

• ILO Helpdesk for Business on international labour standards
• Website: www.ilo.org/business and
• Assistance service assistance@ilo.org