

# The Business Benefits for Employing People with Disabilities

- People with disabilities are an untapped resource of skills and talent.
- Men and women with disabilities make good, dependable employees.
- People with disabilities have good job retention rates; often better than non-disabled persons.
- Hiring people with disabilities increases workforce morale and teamwork.
- Consumers are likely to look favorably upon businesses that employ people with disabilities and might switch brands on this basis.
- People with disabilities represent an overlooked and multibillion dollar market that not only includes the person with a disability but his or her family and friends.



At **Wipro Limited**, India, students with hearing impairments have the opportunity to participate in a mentorship programme, where they are paired with Wipro employees and exposed to its daily operations. Upon completing the programme, successful students are offered employment and undergo training as they launch their career at Wipro.

## Here is what our members have to say!

“Developing an inclusive workforce allows us to enhance our business performance and corporate social responsibility. The Network is supporting us in this respect at a global level”.

– **Jean-Christophe Deslarzes**, Chief HR and Organisation Officer, Carrefour, France

“The Network’s publication on company practices was a goldmine of ideas in helping us develop our corporate disability diversity strategy”.

– **Valerie Guertler-Doyle**, Head of Diversity and Inclusion, Novartis, Switzerland

“Joining the Network presents a unique opportunity for us to exchange knowledge and become a disability inclusive employer”.

– **Frédérique Poggi**, Director of Diversity, Accor Hotels, France

“The meeting in Bangalore was our first interaction with the Network which provided us with great inspiration as we planned the first-ever job fest exclusively for persons with disabilities in India in 2011. The success of the first edition will aid us to replicate the job fest in 12 Indian States”.

– **Jatinder Singh**, Secretary, CSR Education & Skill Development, PHD Chamber of Commerce, India

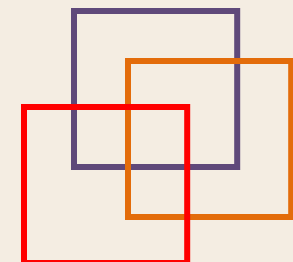
To learn more about the Network, visit [www.businessanddisability.org](http://www.businessanddisability.org) or write to us at: [businessanddisability@ilo.org](mailto:businessanddisability@ilo.org)

The **International Labour Organization (ILO)** is an agency of the United Nations that serves the needs of working women and men by bringing together governments, employers and workers to set labour standards, develop policies and devise programmes. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen social dialogue on work-related issues.

## ILO Global Business and Disability Network



International Labour Organization



## Who are we ?

The **ILO Global Business and Disability Network** is comprised of representatives from multinational enterprises, employers' organizations and business networks, and non-governmental and disabled peoples' networks with an international reach to assist companies include people with disabilities in the workplace and their strategic business plans.

### AMBITION

The Network wishes to foster the development of a workforce culture that is respectful and inclusive; promoting the hiring and retention and professional development of people with disabilities.

### MISSION

The Network is an employer-led, member-based initiative that drives strategic business awareness about the positive relationship between the inclusion of people with disabilities and business success.

## Steering Committee Members

Accor Hotels	Int'l Disability Alliance
Adecco	MphasiS
Carrefour	Novartis
Casino Group	Standard Bank
Dow Chemical	US Council for Int'l Business
Infosys	

Diversity and Inclusion

Equal Treatment

Equal Opportunities

People with Disabilities

Productive Workforce

Accessibility

Accommodation

# More about the Network

## Our objective >>>

The Network has four main purposes related to disability inclusion in the workplace:

- Sharing knowledge and identifying good practices among companies and employers' organizations.
- Developing joint products and services for companies and employers to facilitate hiring and retention.
- Strengthening the work of employers' organizations and business networks that have greater access to small and medium sized companies at the national level, and building their technical expertise on disability.
- Linking companies to ILO activities and partners at the national level and working through their local offices and supply chains.



An employee with a hearing disability works as a packager at Carrefour Colombia's cash register, where he is the interface of Carrefour to thousands of customers.

## What the Network offers >>>

**CONNECTING YOUR BUSINESS** to a wide range of stakeholders, including like-minded companies, the ILO, UN agencies, employers' organizations, governments, disabled peoples' organizations, universities and civil society groups on issues related to people with disabilities.

**BRINGING A GLOBAL PERSPECTIVE** to your company or organization's disability initiatives and allowing your counterparts in different regions to have a harmonized view on including people with disabilities in the workplace.

**OPPORTUNITIES TO CROWDSOURCE** with diverse groups to identify innovative solutions on disability management, workplace accessibility, awareness raising and more.

## You can tap into >>>

**B2B KNOWLEDGE SHARING** on disability inclusion through participation in regional meetings, webinars and conference calls.

**AN EXPANSIVE NETWORK** of 185 ILO members states; Global Business and Disability Network members, including over 40 multinational companies and 18 employers' organizations or networks; and additional resource members

**RESOURCES** like the members' only pages of the Network's website, quarterly newsletters and regular communications on events and developments in the disability field.

## Being in good company >>>

Are you a representative of a multinational enterprise or employers' organization?

Is your company or organization committed to including people with disabilities in the workplace, or do you want to learn how to be more inclusive?

Do you want to tap into ILO expertise and the current experience of the business world?

If yes to three questions, **join the Network**. Write us at [businessanddisability@ilo.org](mailto:businessanddisability@ilo.org) and visit [www.businessanddisability.org](http://www.businessanddisability.org) for more information.