



Newsline

of the ILO Global
Business and Disability
Network

www.businessanddisability.org

VOL.1, NO.2, FOURTH QUARTER 2011

PUBLISHED 16 DECEMBER 2011

Welcome to the second edition of the ILO Global Business and Disability Network's Newsline. We are pleased to announce that the Newsline as well as detailed information about the Network's current activities will be included in our newly launched web site at www.businessanddisability.org.

Please visit our web site to be informed about the Network, our members and disability news in general. The web site also features a 7 minute film, which includes interviews with Network members and examples of disabled persons at work.

Upcoming Network Events

Standard Bank to host the Network's fifth meeting in Johannesburg, South Africa, 23 February 2012

Standard Bank, one of the Network's newest members and first company to represent Africa, will host the Network's 5th regional meeting in Johannesburg, South Africa on Thursday, 23 February 2012.

The meeting will be held at the Sci-bono Discovery Centre for a full day, bringing together representatives of multinational enterprises, employers' organizations and business networks, and selected disabled persons' organizations with

regional or international outreach to discuss the issues of disability in the workplace in the context of Africa.

The agenda will include sharing of company experiences, panels of resource groups and roundtable discussions about issues related to disability and how the Network can assist its members.

All Network members are invited to attend. Please send us the contact information of your counterparts (disability, diversity or CSR leads) in Africa so they can join the meeting. Write to:

businessanddisability@ilo.org

Strategic planning meeting in Paris, 30 January 2012

On 30 January 2012, members of the Steering Committee will meet Mr. Xavier Houot from Bearing Point Consulting to develop the Network's medium-term strategy and roadmap. The meeting will be hosted by Carrefour in its headquarters in Levallois-Perret, France (near Paris).

Past Events

Regional meeting in Buenos Aires, 20 September 2011

The Union Industrial Argentina (UIA) hosted the fourth meeting of the Network in Buenos Aires on Tuesday, 20 September 2011. The full-day meeting brought together 47 representatives of multinational enterprises, employers' organizations, resource groups on disability and the ILO.

The morning session kicked off with welcoming remarks from Mr. Daniel funes de Rioja, Vice President of the UIA and Executive Vice President of the International Organisation of Employers, and presentations from eight multinational companies – Serasa Experian, Dow Chemical, Arcor, Tata Consultancy Services, Banco Itau, Casino Group, PepsiCo and IBM – who shared company policies and practices related to disability inclusion. Additionally, the



Below: Corporate representatives deliver presentations at the Buenos Aires meeting

president of RIADIS, the Latin America branch of the International Disability Alliance, gave an overview the situation of people with disabilities in Latin America. The low level of education, the shortage of workplaces, and the lack of accessible workplaces were noted as the most significant barriers to employment in the region.

In the afternoon, presentations were delivered from three resource groups: Cámara de Industrias de Guayaquil, Ecuador (Chamber of Industries of Guayaquil); the Ministry

of Labour, Argentina; and the Global Partnership on Disability and Development. Afterwards, the participants were divided into groups to discuss the services, future activities, and funding opportunities of the Network, as well as how the Network can engage with employers' organizations and resource groups on disability in the region.

The Network will hold two additional regional meetings in South Africa and China that will follow a similar format in early 2012.

US Study tour for Latin American employers' organizations, 6-10 November 2011

In collaboration with the US Business Leadership Network (USBLN[®]), the ILO Global Business and Disability Network arranged a study tour to Connecticut and Washington D.C., United States for three Latin American employers' representatives and three ILO employers' specialists from the region on 6-10 November 2011. Organized as a follow-up activity to the Network's Buenos Aires meeting, employers from National Service of Industrial Learning (SENAI), Brazil; Chilean Federation of Industry (SOFOFA), Chile; and Chamber of Industries of Guayaquil (CIG), Ecuador participated to identify ways to improve and strengthen their disability employment policies and practices by learning from the examples of USBLN and their affiliated members.

During the course of the four day study tour, the participants made visits to three companies – Aetna Insurance Company, CSC, and Ernst & Young. At Ernst & Young, Lori Golden, Associate Director of AccessAbilities, spoke about accessible work environment and awareness raising on workplace issues affecting disabled persons.

At the meeting with USBLN[®], the leading national disability organization in the US that represents over 5,000 employers,

Jill Houghton, Executive Director; Maggie Roffee, Senior Corporate Relations Manager; and Gary Goosman, Director of Education & Outreach for the "Disability Supplier, Diversity Program" provided a briefing of the USBLN®'s structure and services and shared how it helps build workplaces, marketplaces and supply chains where people with disabilities are respected for their talents.

The participants also met with representatives of employment organizations, including the National Industries for the Blind, Marriott Foundation's Bridges from School to Work and TransCen.

As an outcome of the US study tour, participants agreed to develop a specific plan of action to promote the hiring of disabled persons in their respective countries through organizational activities. The ILO colleagues based in Latin America will provide technical support to the employers' organizations involved.

2nd Steering Committee meeting, 18 November 2011

The Network held its 2nd Steering Committee meeting on 18 November 2011 in Geneva, Switzerland. The meeting was chaired by Bruce Roch, Addeco Group, and attended by Steering Committee members who joined in person or through video/ tele-conferencing.

The Steering Committee welcomed a new member: Ms. Rachel Osikoya, Group Head of Employee Insights and Inclusion at Standard Bank, South Africa.

Among the items discussed, particular focus was given to outline the Network's strategic planning meeting to be held on 30 January 2012. Mr. Xavier Houot from BearingPoint Consulting joined the meeting to review the goals of the intended exercise and its expected outcomes. Mr. Houot plans to interact with Steering Committee members as well as other Network members before the strategic planning meeting to incorporate their visions into the Network's medium-term plan.

The Steering Committee also had the opportunity to review the Network's web site and fine tune the details. Built in close collaboration with the Network's working group on web site development, the Steering Committee concurred that the web site would be a stepping stone to enhancing the impact of the Network's services and outreach.

Additionally, Mr. Casper Edmonds from the ILO's Partnership and Development Cooperation Department joined the meeting to go through the Network's

Membership Agreement in detail, which will be presented to all members to secure their commitment towards the Network.

The Steering Committee will meet again next year at the strategic planning meeting on 30 January.



Above: The Network's Steering Committee meets for the second time in Geneva, Switzerland.

Dow speaks about its Disability Employee Network at the ILO, 18 November 2011

Mr. John Carton, Global Supply Chain Director, Dow Chemicals came to the ILO on 18 November 2011 to speak to ILO staff and Network members about Dow's Disability Employee Network (DEN).

The DEN is one of Dow's seven Diversity & Inclusion Employee Affinity groups that serve as a catalyst to create an enabling workplace where everyone is included and contributions are valued.

During the meeting, Mr Carton spoke about the organization of the DEN and its activities, and introduced what it takes to launch a similar employee network. Steps were simple: Form a steering team and draft a plan. Start small: use one page to write up a mission

WELCOME ON BOARD!

Seven new members have joined the Network. We would particularly like to note that the Network has its first African and Latin American company. Please welcome

- Accenture, Ireland
- Ceva Logisitcs, Netherlands
- Microsoft, United States
- Serasa Experian, Brazil
- Standard Bank, South Africa
- China Employers' Confederation
- Vietnam Chamber of Commerce and Industry

statement, vision and strategy and work with 2 to 5 committed people. And focus on training those who join so they build the right mindset. They will be ambassadors who will reach out to others and educate them on disability as well.

Eighty per cent of employees participating in DEN are not affected by any type of disability. In fact, one employee joined by saying, "I am not a person with a disability. I know no one with a disability. So I thought it would be a good reason to join the group".

Mr. Carton stressed the importance of changing the culture of an organization to create a truly inclusive organization, i.e. building an accessible environment with the right policies are not enough. To change culture, it is critical to educate the senior leadership and make them understand that people with disabilities are valuable contributors to the organization.

The Network launched its web site on the International Day of Persons with Disabilities, 3 December 2011

The Network launched its web site, www.businessanddisability.org on



the occasion of the International Day of Persons with Disabilities on 3 December 2011.

On this platform, visitors can learn about the Network and its members and access key disability resources. The new Network video, which can be viewed from this homepage, is a quick way to learn about the Network. It includes interviews from members and examples of people with disabilities at work.

The web site also features stories of Network members who want to highlight a particular programme or initiative for disabled persons or mention how they have benefited from being involved in the Network. New stories will be featured on a monthly basis and the Network welcomes the contributions from everyone. To submit a story, please write to

businessanddisability@ilo.org.

The Network will continue to develop the members' only pages of the web site and also translate the public pages into French and Spanish in 2012.

Member News

CBR Network South Asia reports back on the impact of the ILO Global Business and Disability Network Bangalore meeting

Dr. Indumathi Rao, Chairperson of the Global Partnership for Disability and Development and Regional Advisor for the Community Based Rehabilitation (CBR) Network in South Asia, provided a report about the impact of the ILO Global Business and Disability Network's Bangalore meeting held in 17 February 2011.

After the meeting, several participants contacted the CBR Network to inquire about training programmes available for people with disabilities, sourcing disabled youth with appropriate skills and obtaining information on hiring disabled persons. In particular, Wipro and Cisco took major steps to employ people with disabilities in their Bangalore offices. Moreover, some of the IT companies collaborated with the CBR Network to establish a digitization unit fully managed by disabled persons. These companies also agreed to provide IT training to five to ten disabled persons per year free of charge.

Participants of the Network's meeting have also been sharing articles and events related to disability with each other through email. In short, an informal communication network of corporate leaders who are addressing and advancing disability

inclusion has been established in India.

Overall, Dr. Rao stated that the Network's Bangalore meeting "strengthened the corporate willingness to provide sustainable employment for persons with disabilities."

Cisco and CII holds the Interorganization Network Forum on Disabilities, 12 October 2011

The Cisco Disabilities Awareness Network (CDAN) India team and the Confederation of Indian Industry (CII) jointly hosted the Inter Organization Network Forum on Disabilities on 12 October 2011 at the Cisco Bangalore Campus.

The Forum brought together 40 representatives from companies – including ILO Global Business and Disability Network members such as Nokia, Thomson Reuters and Wipro – NGOs and government bodies to exchange business experiences and share best practices.

The participants discussed, among other items, the need to build a network of representatives from the corporate sector, government bodies, career advisors, NGOs and educational institutions; develop a standardized IT training course; offer disability sensitization workshops for employees of IT companies; increase workplace accessibility; and develop training curriculum for disabled persons in consultation with industry experts.

US Council for International Business speaks at the UNCRPD Conference of State Parties, 8 September 2011

Ms. Ronnie Goldberg, Executive Vice President and Senior Policy Officer at USCIB and a member of the Network's Steering Committee, delivered a speech at the 4th UNCRPD Conference of States Parties held on 8 September 2011. The UNCRPD Conference of State Parties is annually organized by the Department for Economic and Social Affairs (DESA) to discuss the implementation of the UNCRPD among State Parties. This year, the Conference was held at the UN headquarters in New York City between 7 and 9 September.

Ms. Goldberg spoke at an informal session on "Realizing the right to work and employment" to address the implications of the UNCRPD for employers. She stressed the business case for hiring people with disabilities and offered recommendations on how to incentivize employers to increase their commitment to disability. Ms. Goldberg also introduced the ILO Global Business and Disability Network by stating that "companies will benefit from improved productivity, reduced turnover, safer and better workplaces and increased customer and community brand loyalty" by participating in Network activities.

CII celebrates International Day of Persons with Disabilities 3 December 2011

The Confederation of Indian Industry (CII) Bihar State Council organized an event on the International Day of Persons with Disabilities (IDPD) on 3 December 2011 at the Government Blind High School.

The event brought together CII members to discuss the IDPD's 2011 theme, "Together for a better world for all: including persons with disabilities in development", and identify ways of mainstreaming disabled persons into society and work. To further celebrate the occasion, a member donated a braille machine to the School.

Changes for Employees with Disabilities at Delta Holding

On 1 September 2011, Delta Holding sold off Delta Maxi, the group's retailer that hired the largest number of people with disabilities. The 215 employees with disabilities at Delta Maxi are now with the Delhaize Group, a food retailer headquartered in Belgium.

Although the structural change at Delta Holding will lead to reduced employment opportunities for everyone, including people with disabilities, Delta will continue to promote the well-being of disabled persons and support their indirect employment through the Delta Humanitarian Foundation.

Recently the Foundation collaborated with the Creative Education Centre for Persons with Intellectual Disabilities (KEC MNRO) to publish *Face of the Street*, a

monthly magazine that aims to raise awareness about poverty and social and cultural discrimination of marginalized groups. Half of the proceedings will go to projects that help integrate marginalized groups, including people with disabilities.



Above: Delta Humanitarian Foundation launches *Face of the Street*.

New Publication

Disability in the Workplace : Employers' Organizations and Business Networks, ILO, 2011

This report presents 12 case studies of employers' organizations and business networks and their work around the issue of disability in the workplace. The profiles highlight how representative organizations of businesses engage with their members to address disability.

http://www.ilo.org/public/english/dialogue/actemp/downloads/publications/working_paper_n6.pdf

The Network's first publication, *Disability in the Workplace: Company Practices*, ILO 2010, is now available in French and Spanish.

French: *Le handicap sur le lieu de travail: Les pratiques des entreprises*, BIT, 2010

http://www.ilo.org/public/french/dialogue/actemp/downloads/publications/working_paper_n3_fr.pdf

Spanish: *Discapacidad en el lugar de trabajo: prácticas de las empresas*, OIT, 2010

http://www.ilo.org/public/spanish/dialogue/actemp/downloads/publications/working_paper_n3_sp.pdf

