Session IV: Promoting disability inclusion in business

Stefan Trömel
Yangon
21 November 2017
Creating a national business and disability network

The ILO Global Business and Disability Network (GBDN) has been promoting and supporting National Business and Disability Networks in more than 20 countries. These Networks bring together local companies and branches of global companies. They usually also involve some NGOs. They allow country-specific exchange of good practice and also benefit from the experience of the ILO GBDN and from other national business and disability networks. They will facilitate the showcasing of good practices and through this engage other companies. They can also become an interlocutor to Government on improving law, policies and services that will make it easier for companies to employ persons with disabilities.
Company practices on disability inclusion

Revise recruitment process and proactively reach out to persons with disabilities
Undertake disability awareness training in collaboration with DPOs
Collaboration with training centers, universities and disability organizations to identify persons with disabilities with the adequate skills
Provide in-company practices for youth with disabilities, with particular attention to young women with disabilities
Adopt a disability inclusion policy endorsed by top level management
Incentives for companies

Financial coverage of costs related to accessibility or workplace adjustments
Financial incentives are often not very successful
Elimination of disincentives, challenging stereotypes and stigma