

The background of the slide features a complex, abstract pattern of small, multi-colored dots (blue, green, orange, grey) connected by thin, light grey lines, creating a network-like or molecular structure. The dots are scattered across the slide, with some forming larger, denser clusters.

Session IV: Promoting disability inclusion in business

Stefan Trömel
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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