



# Newsline

## of the ILO Global Business and Disability Network

Vol.1, No.1, Second Quarter 2011

1

Welcome to the first edition of the ILO Global Business and Disability Network's Newsline, designed to keep you up-to-date with Network activities and disability news across the globe. If you would like more in-depth information on any of the topics below, please contact [businessanddisability@ilo.org](mailto:businessanddisability@ilo.org).

### ▪ Upcoming Network Events

The Union Industrial Argentina (UIA) to host the Network's fourth meeting in Buenos Aires on 20 September 2011

The UIA will host the Network's Buenos Aires meeting on Tuesday, 20 September 2011. The meeting is the Network's fourth such meeting, which follows the European, US and Asian-Based inaugural planning meetings held in Paris, New York and Bangalore.

The meeting will bring together representatives of multinational companies, employers' organizations and business networks, and selected non-governmental and disabled persons' organizations who are interested in the issue of disability in the workplace. The purpose of the meeting is to learn more about disability-related employment policies and practices in Latin America and around the world and to expand the Network's membership to multinational companies and employers' networks in the region. The agenda includes sharing of company experiences, panels of resource groups and roundtable discussions about issues related to disability and how the Network can be of most value to prospective new members. The meeting will be held in English with simultaneous interpretation into Spanish.

## Welcome on board!

Two new members have joined the Network this month.

- *A.K. Khan, Bangladesh* is a conglomerate that operates in areas of textile, telecommunication, deep sea fishing, jute, community based drinking water, distribution and securities. The group also operates the A.K. Khan Foundation – a non profit organization that receives 30 per cent of the company's profits – to engage in philanthropic activities, with an emphasis on improving the lives of vulnerable people. At the moment, the Foundation is building the A.K. Khan Centre for Rehabilitation of the Paralyzed in Chittagong, Bangladesh.

- *The Employers' Confederation of Thailand* represents the interest of private sector employers in Thailand. The organization facilitates negotiations and promotes good relations between employers and workers and equips member employers with the latest information, knowledge and skills to face new challenges of the economy.

## ▪ Past Events

**Employers' Organizations and Disability Inclusion: Study Tour**  
*An activity of the ILO Global Business and Disability Network*



Above: Group picture of study tour participants

In collaboration with the Employers' Federation of Ceylon (EFC) and its Employers' Network on Disability, the ILO Global Business and Disability Network organized a study tour for selected employers' organizations in Asia on 19-22 July 2011.

The study tour provided an opportunity for participants to increase their knowledge about disability issues and the human rights and business cases for hiring people with disabilities, identify methods of promoting the inclusion of disabled persons in the workplace by learning from the examples of the EFC and the Australian Network on Disability, explore how employers' organizations can benefit from the ILO Global Business and Disability Network, and identify a specific plan of action for implementing measures to promote the hiring of people with disabilities.

Representatives of six employers' organizations – Bangladesh Employers' Federation, China Enterprise Confederation,

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Council of Indian Employers, Employers' Federation of Ceylon, Employers' Federation of India, and the Vietnam Chamber of Commerce and Industry – attended the study tour and the representative of the Australian Network on Disability participated as a resource person.

The study tour included site visits to four national employers – Polytex Garments, Sampath Bank, CEI Plastics Ltd, and I D Lanka – that have successfully integrated people with disabilities in the workplace. The visits provided participants with opportunities to determine barriers, challenges and benefits of hiring disabled persons and to better understand how to provide an inclusive work environment for people with disabilities by meeting with employers and disabled employees.



Above: Disabled employees at Polytex Garments

The EFC also held its National Meeting on Decent

Work for People with Disabilities during the period of the study tour. Members of the EFC Employers' Network on Disability as well as study tour participants discussed at length the constraints and impediments in going forward to establish effective work programmes for employees with disabilities in Sri Lanka and the lessons to be learned from employers' organizations in other countries that have successfully implemented such programmes for disabled persons.

As an outcome of the Sri Lanka study tour, participants agreed to prepare a specific plan of action to promote disability inclusion in the workplace. The ILO will provide follow-up technical assistance to help with the implementation of the plan.

### The Network's First Steering Committee Meeting

On 22 June, 2011 the Network held its first Steering Committee meeting in Geneva, Switzerland. The half-day meeting brought together Network members who have volunteered to commit and contribute towards the Network's development and provide the ILO with immediate input in moving activities forward.

Mr. John Carton, Dow Chemicals, chaired the session and was joined by Ms. Frédérique Poggi, Accor Hotels; Ms. Mathilde Tabary, Carrefour; Mr. Matthieu Riche, Casino Group; and Ms. Maryanne Diamond and Mr. Stefan Tromel Sturmer, International Disability Alliance in person. Mr. Bruce Roch, Adecco; Ms. Meenu Bhambhani, MphasiS; Ms. Valerie Guertler-Doyle, Novartis; and Ms. Ronnie Goldberg, US Council for International Business joined through videoconferencing.

The Steering Committee members reviewed and accepted the Network's draft operational procedures. They also discussed how each could engage in working groups for specific or immediate activities, such as the Network's web site development, creation of a disability laws database, a formal launch, survey and baseline study to assess impact of Network activities on its members, funding and membership services, strategic planning, and information materials.

The Steering Committee members are expected to meet twice per year to represent the voice of Network members.

On 29 June 2011, the ILO's Multinational Enterprises Programme and the UN Global Compact held a 60-minute webinar to discuss the inclusion of employees with disabilities in the workplace and to introduce the ILO Global Business and Disability Network to members of the UN Global Compact. Representatives of 42 private enterprises, research institutions and non-governmental organizations participated in the webinar.

The presentation used during the webinar can be accessed from the link below.

[http://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@emp\\_ent/@multi/documents/meetingdocument/wcms\\_159137.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/@multi/documents/meetingdocument/wcms_159137.pdf)

The webinar also featured the ILO Tripartite declaration of principles concerning multinational enterprises and social policy (MNE Declaration), which offer guidelines to MNEs, governments and employers' and workers' organizations in areas of employment, training, conditions of work and life and industrial relations. To view the MNE Declaration, please visit the link below: [http://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@emp\\_ent/@multi/documents/publication/wcms\\_094386.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/@multi/documents/publication/wcms_094386.pdf)

### ▪ Member News

The PHD Chamber of Commerce Industry (PHDCCI) holds a Job Fair for Students with Disabilities



Above: Disabled students attending PHDCCI's job fair

The PHDCCI's Task Force on Corporate Social Responsibility organized its first job fair for students with disabilities in New Delhi, India on 20 July 2011. The objective of the fair was to provide an opportunity for disabled students to find employment opportunities that best matched their ability and skills. It was also a platform for them to gather information about available employment, vocational training and self entrepreneurship.

Mallikarjun Kharge, Union Minister for Labour and Employment, Government of India and Mukuk Wasnik, Union Minister for Social Justice and Employment, Government of India jointly inaugurated the job fair.

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More than 20 companies, including members of the ILO Global Business and Disability Network such as IBM and Infosys, and 260 students with disabilities attended the event. Of the participating students, 12 were hired on the spot and 74 were short-listed.

Due to the success of the event, the PHDCCI plans to replicate the job fair in 10 other Indian States and one Union Territory of their operations and publish a booklet that highlights the outcomes of the event and describes statistics on disability.

### L'Oréal Singapore Raises 37,000 SGD for People with Visual Impairments

On 25 June 2011, L'Oréal Singapore raised 37,000 SGD for the Singapore Association of the Visually Handicapped and Lighthouse School to provide people with visual impairments with grooming skills, which will allow them to better express themselves through beauty.

The money was raised by selling coupons to employees and trade partners for L'Oréal products. In 2011, L'Oréal has raised a 75,000 SGD in total from fund raising activities and hopes to achieve 100,000 SGD by the end of the year.

(source: [www.channelnewsasia.com](http://www.channelnewsasia.com))

## ▪ Disability News

### Legislation and Policy Updates: India

On June 2011, India's government committee submitted a final draft of the nation's new disability legislation, "The Rights of Persons with Disabilities Bill 2011" to replace the country's Persons with Disabilities Act of 1995.

The Bill specifies for the first time, criminal sanction for acts of omission and commission against disabled persons, bars discrimination on grounds of disability and proposes enhanced job quota for disabled persons from 3 to 7 per cent in all establishments.

The new law is in accordance with the UN Convention on Rights of Persons with Disability, which India ratified in 2007.

The final draft of the Bill can be viewed at:

<http://www.cbrforum.in/docs/Final%20Bill%20Jun2010.pdf>

## ▪ Network Activities

### 1. Formation of working groups

We are inviting members to join the Network's working groups. Steering Committee members have volunteered to participate in one or more areas of focus around the Network's development, and we would welcome you to contribute as well. The working groups are divided into the following topics:



## Write to us!

If you would like to share your company or organization's news related to disability with other Network members, please write to us at [businessanddisability@ilo.org](mailto:businessanddisability@ilo.org). We will include your story in the following newsletter.

(a) web site development (b) survey and baseline study, (c) strategic planning, (d) funding, (e) disability law database development, and (f) information resources, such as developing a guidebook for employers on the UN Convention of the Rights of Persons with Disability. If you are interested in being involved in the Network's immediate next steps, please write to us at [businessanddisability@ilo.org](mailto:businessanddisability@ilo.org).

### 2. Disability work in Armenia

ILO staff is going on a mission to Armenia in November to explore how to follow up on working being done with public employment services (PES) and to start initiatives to place disabled persons in regular employment. The ILO plans to use methods of job training, employer support and supported employment.

If your company has an office in Armenia that is interested in exploring how to work with an on the job training and employment programme with the ILO and government employment services, please write to us at [businessanddisability@ilo.org](mailto:businessanddisability@ilo.org).

## ▪ Featured Resources

*Leading Practices on Disability Inclusion*, US Business Leadership Network, 2011

In collaboration with the US Chamber of Commerce, the US Business Leadership Network (USBLN) published a booklet featuring 20 corporate strategies that can be used by businesses to create a more inclusive workplace, marketplace and supply chain. It includes examples from four members of the ILO Global Business and Disability Network: Ernst & Young, Manpower, PepsiCo and Walgreens. The USBLN is also a member of the Network.

<http://www.usbln.org/pdf-docs/Leading Practices on Disability Inclusion.pdf>