

► Legal framework on business and persons with disabilities

The UN Convention on the Rights of Persons With Disabilities as the main legal and conceptual framework

- Ratified by 180 countries and the EU
- Puts persons with disabilities on the human rights agenda and is based on the social model of disability
- Covers all rights (article 27 on right to work and employment) to ensure that persons with disabilities can access them on an equal basis with others
- Non-discrimination, including the provision of reasonable accommodation
- Consultation with persons with disabilities and their organizations
- Move from specialised/segregated solutions to inclusive mainstream solutions (TVET, etc..)

Global and national frameworks

- The 2030 Sustainable Development Agenda includes explicit attention to persons With Disabilities, also in SDG 8.
- Inclusion of persons with Disabilities in ILO Conventions: Convention 190 on violence and harassment in the workplace
- Almost 100 countries have employment quotas, but these require complementary measures to be effective
- It should be complemented with disability anti discrimination legislation
- Use of public procurement to promote the employment of persons with disabilities

▶ The ILO Global Business and Disability Network

- ▶ Membership of global companies and national business and disability networks
- ▶ Provides a space for peer learning and new knowledge
- ▶ Moving from the why (business case) to the how
- ▶ At the virtual annual conference held on 30 November 2020, a declaration was adopted reaffirming corporate commitment to disability inclusion in times of a pandemic

Company-driven network

- 28 global companies
- 31 national business and disability networks
- 8 supporting non-business organizations



▶ Most recent initiatives

- **2019 report on Making the Future of Work inclusive of persons with Disabilities**
- **2021 report on Inclusion of persons with Disabilities in the digital economy**
- **Recent topics of attention include: neurodiversity, digital accessibility, employee resource groups, online recruitment**

▶ ILO (GBDN) resources on persons with disabilities

- ▶ *The ILO Global Business and Disability website (GBDN) website:*
<http://www.businessanddisability.org/>
- ▶ ILO and UN Global Compact guide for employers on the rights of persons with disabilities:
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_633424.pdf
- ▶ *Making the Future of Work inclusive of persons with disabilities:*
https://www.ilo.org/global/topics/disability-and-work/WCMS_729457/lang--en/index.htm
- ▶ *Inclusion of persons with disabilities in the digital economy:*
https://www.ilo.org/global/topics/disability-and-work/WCMS_769852/lang--en/index.htm