Business and persons with disabilities

**Three multinational enterprises join the ILO’s Global Business and Disability Network**

*More leading companies join the 17-member network and commit to the ten principles of the Global Business and Disability Charter*

GENEVA (ILO News) – Capgemini, Legrand and the Savola Group have become the latest members of the employer-led worldwide network on disability inclusion by signing the Global Business and Disability Charter.

The signing ceremony took place duringthis year’s annual meeting of the Network at ILO headquarters in Geneva.

“People with disabilities constitute some 15 per cent of the world’s population. In striving to achieve full and equal rights and participation in society for all women and men with disabilities, we are pleased to forge and strengthen partnerships such as the Global Business and Disability Network”, ILO Director-General Guy Ryder said.

Introduced two years ago, the Charter guides the [ILO Global Business and Disability Network](http://www.businessanddisability.org/) and serves as a reference for companies to promote both business success and equal opportunities for persons with disabilities in the workplace.

Participants of the Network’s annual meeting discussed the business case of digital accessibility and how to become more accessible for employees and clients with disabilities. Moreover, the meeting showcased good business practices on advertising that is inclusive and contributes to a positive image of persons with disabilities.

The meeting also highlighted ways to prepare companies for the [future of work](http://www.ilo.org/futureofwork) by addressing their internal skills gaps through tapping into the professional potential of people with disabilities. For instance, companies can set up workplace learning schemes, including internships or [digital skills training](http://www.ilo.org/employment/areas/youth-employment/WCMS_557881/lang--en/index.htm), that include young persons with disabilities. Such company practices also positively feed into the [Global Initiative on Decent Jobs for Youth](http://www.ilo.org/decentjobsforyouth) and ensure that young people with disabilities are well equipped for the labour market of the future.

Representatives from Capgemini, Legrand and the Savola Group, together with other disability champions among the business community, also shared their success stories and challenges in bringing the Charter principles to life in their companies.

“At Capgemini we firmly believe that people with disability bring great value and a specific perspective to our business while reflecting the diversity and variety of the society we live in. As a responsible employer, we have decided to take commitments. In signing the Charter and joining the ILO Global Business and Disability Network, Capgemini is recognizing the benefits of disability inclusion, and has the ambitious to contribute to a positive image of persons with disabilities”, says Paul Hermelin, CEO of Gapgemini.

"Giving each employee the same opportunities of success is one of the foundations of our human resources management policies. This applies to people with disabilities as well as to others. By encouraging the inclusion of all and fighting stereotypes, we give ourselves the opportunity to be more creative and innovative in the development of our business", says Gilles Schnepp, CEO of Legrand.

“Savola and the ILO partnership will create value and enable national and regional companies to drive inclusion of persons with disabilities to the next level, based on best global practices”, says Abdullah bin Mohammed Noor Rahimi, CEO of the Savola Group.

Created in 2010, the ILO Global Business and Disability Network serves as a platform for companies for peer-to-peer support on disability inclusion policies and practices, with the goal to promote the recruitment and retention of people with disabilities in the private sector, including in developing countries.