



*A CII-EFI-ILO Initiative to*

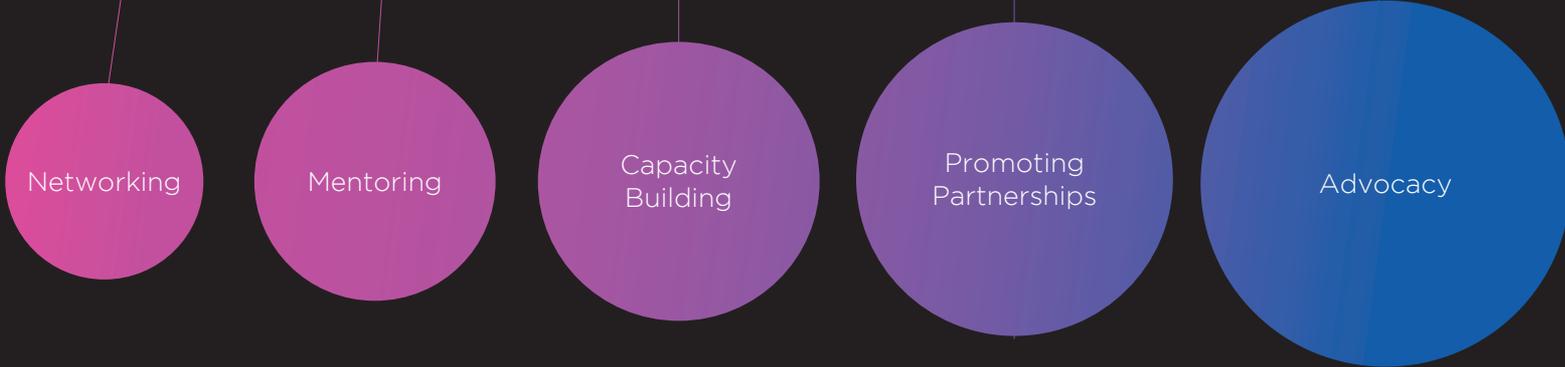
**ENGAGE  
ENABLE  
EMPOWER**

*Industry to Accelerate Disability Inclusion*

# India Business & Disability Network

CII-IBDN is a one-stop solution to promote inclusion at workplace.

It serves as an excellent platform to network, build capacity and form mutually-beneficial partnerships to create an inclusive, accessible and a barrier-free workplace within the corporate sector.



Networking

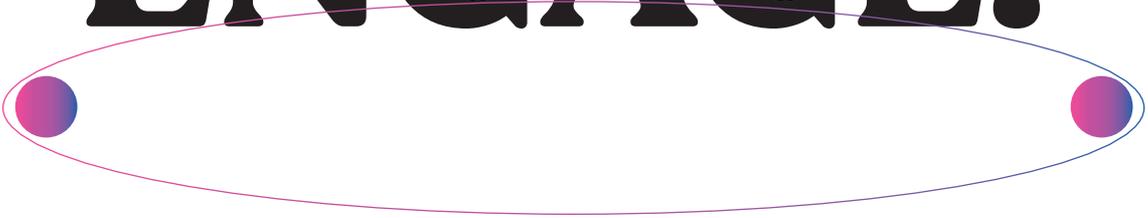
Mentoring

Capacity  
Building

Promoting  
Partnerships

Advocacy

# Opportunity to **ENGAGE.**



## Networking

The CII-IBDN creates a platform for networking amongst companies, to interact and engage for their mutual learning and idea exchange. For companies facing challenges related to the inclusion and empowerment of PwDs, CII-IBDN works to bridge the gaps by bringing together solutions and partners through its network.

Sharing knowledge and skills, expertise through physical and online platforms, CII-IBDN provides solutions to help members cross barriers coming in the way to introduce or strengthen inclusion at the workplace.

## Key Offerings

- CII-IBDN National Conference
- Regional Seminars
- Webinars
- CII-IBDN Network Meetings
- Whatsapp Groups
- Connect & access to national networks of other countries

# Opportunity to **ENABLE**

## CII-IBDN Capacity Building Certificate Course

The Creating Diversity Champions and Leaders at Workplace program helps companies prepare for their disability inclusion to comply with policy mandates and develop a clear strategy to build inclusion, promote accessibility, and foster a culture where employees with disabilities may work to their full potential.

## Building Your Repository of Knowledge

CII-IBDN is working continuously on knowledge creation. These include, manuals for inclusion, compendiums of good practices and research studies of companies and best practices at the time of the pandemic.

Manuals and studies that enable and promote inclusion continue to build a body of knowledge that would help organisations better understand the inclusion process.

### Key Offerings

#### A. Learning and Development:

##### Capacity Building Program

- Knowledge Sessions
- Curated Modules on Disability Inclusion with Industry Leaders and Sector Experts as Faculty
- Certificate Programme
- Opportunity to get featured for 2 years as a certified D&I professional on the CII-IBDN Website

#### B. Repository of Knowledge:

##### Access to

- Manuals on Inclusion
- Sector-wise Inclusion Case Studies
- Good Practices
- DIY Toolkits on Inclusion

# Opportunity to **EXPERIENCE.**

## Key Offerings

- One-to-one Sessions
- Onsite Experiential Visit to the Workplace
- Setting up Disability Inclusion Practice in the Company:
  - Policy Development
  - Developing a Disability-Inclusion Strategy
  - Job Mapping
  - Building Inclusive Culture
  - Sensitising Staff
  - Facilitating Accessibility

## Disability Inclusion Mentoring Program (DIMP)

The CII-IBDN offers this program for companies which are starting their disability-inclusion journey.

The program will harness the experience and learnings of disability inclusion champion companies through a designed 6-month long program, where mentee companies will receive mentorship from the champion companies.



# Opportunity to **ENHANCE.**

## In Company Services - Connecting with Partners

CII-IBDN helps its members to network with different players in the eco-system. CII-IBDN facilitates connections and partnerships with specialists and service providers, NGOs, and CSR partners on a need basis.

## Access to Self - Assessment Tool

A management tool for businesses to self-diagnose and benchmark its disability inclusion practice and help determine the direction and action areas that the companies need to prioritize to address the disability performance gaps identified by the tool.

# Opportunity to **EMPLOY PwDs.**

## Employment Facilitation

CII-IBDN Employment Facilitations focuses on providing equitable inclusive employment for youth with disabilities through networking, liaising, and other platforms.

CII-IBDN ensures the Employment & Placement of a person with disabilities through three types of approaches:

### **Job fairs**

CII-IBDN holds job fairs, bringing different companies on the same platform, and providing PwDs the opportunity to apply in different companies.

### **Employment Facilitation**

CII-IBDN helps Members with customised employment solutions by mapping skill sets and identifying suitable candidates through its network partners.

### **Online Job Portal**

To facilitate recruitment of PwDs, CII-IBDN in partnership with Youth4Jobs launched SwarajAbility, India's first AI-triggered job portal exclusively for PwDs. The portal caters to all 21 disabilities recognised by the Right to Persons with Disabilities Act, 2016.

# Who can be a **member** of CII-IBDN

## Large Companies



## Medium Companies



## Small Companies



# Why **Join Us**

## Executive Membership - **Benefits**

Company is recognized as member of IBDN:

- Access to Network and all associated activities
- 50 percent concession to employees participating in all calendared programs
- Access to knowledge tools, publications, studies on disability inclusion at workplace
- Engage in mentorship program - choose to be a mentor company or mentee company
- Facilitation in PwD hiring through job fairs and employment facilitation
- Engage in policy advocacy and participation in CII-IBDN led dialogue/interaction with the Government
- Communication to members on important notifications, participating platforms, and other engagement opportunities
- Facilitating connect with suitable service providers/NGOs/Disability Organizations for in-company inclusion solutions (audit, accessibility testers, job mapping & hiring partners etc)

## Founding Member - **Additional Special Benefits**

The Founding member is seen as a leader with a commitment to a larger vision of building and strengthening the inclusion eco-system across the industry

- Key role in establishing and shaping the India Business and Disability Network
- Senior representative to be invited as member of the IBDN Advisory Board
- Acknowledgement (3 year) and credit as Founding Member in IBDN Events & Fora | Website | Social Media
- Engagement of Organization Representative in IBDN Initiatives

Large Scale Industry (Turnover of INR 250 cr or above) : **35000 + GST(p.a)**  
Medium Scale Industry (Turnover INR 50-250 cr) : **15000 + GST(p.a)**  
Small Scale Industry (Turnover upto INR 50 cr) : **7500 + GST(p.a)**

Founding Member Contribution: **INR 10 Lakhs**  
(All Special Benefits Applicable for 3 Years)

# Founding Members



Join the exclusive network  
of companies committed to  
Diversity & Inclusion

For further  
information on  
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#### Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, with over 9000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 300,000 enterprises from 294 national and regional sectoral industry bodies.

For more than 125 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

As India marches towards its 75th year of Independence in 2022, CII, with the Theme for 2021-22 as Building India for a New World: Competitiveness, Growth, Sustainability, Technology, rededicates itself to meeting the aspirations of citizens for a morally, economically and technologically advanced country in partnership with the Government, Industry and all stakeholders.

With 62 offices, including 10 Centres of Excellence, in India, and 8 overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with 394 counterpart organizations in 133 countries, CII serves as a reference point for Indian industry and the international business community.



#### GLOBAL BUSINESS AND DISABILITY NETWORK

The ILO Global business and disability network (GBDN) is a unique employers led worldwide network of multinational companies, national employers organizations', business networks and disabled people's organization (DPOs) working in collaborations to promote the inclusion of persons with disabilities in the workplace. They actively support and strengthen such networks as well as national initiatives on disability.



The Employers' Federation of India (EFI) was established, as an association of autonomous organizations of industry and was set up with the purpose of protecting, promoting and championing the interests of employers mainly in the area of human resources, industrial relations, labour problems and cognate matters. Apart from relentlessly championing the cause of the employers in various fora nationally and internationally, over the years, EFI has kept pace with the changing business scenario and has provided need-based services to the employers in India. Employers' Federation of India plays a special role as an apex body of employers' organizations and industries on matters concerning labour, human resource management, industrial relations and other related issues.