Programme: Day 1

Thursday, 21 November 2019

08:30 Registration
09:45-10:30 Welcome coffee
10:30-11:00 Opening session and welcome remarks (GB room)
   • Yves Veulliet, Chair - ILO Global Business and Disability Network
   • Pilar Rojas, Vice Chair - ILO Global Business and Disability Network
   • Deborah Greenfield, Deputy Director-General for Policy, ILO
11:00-12:30 Presentation of the Future of Work publication and panel discussion by policy makers (GB room)
   Presenter of the publication: Ramón Pueyo, Partner Responsible for Sustainability & Corporate Governance – KPMG Spain; operating as Disability Hub Europe Technical Secretariat
   Moderator: Deborah France-Massin, Director of Bureau for Employers’ Activities- ILO
   Speakers:
   • Matthias Thorns, Deputy Secretary General - International Organization of Employers (IOE)
   • Nahla Zeitoun, Senior Social Protection Specialist in the MENA region – The World Bank
   • Till Alexander Leopold, Head Inclusive Economies Practice – World Economic Forum
   • Fernando Riaño, Director of Institutional Relations and Social Responsibility – ONCE Social Group
   • Stijn Broecke, Employment Analysis and Policy Division of the Directorate of Employment, Labour and Social Affairs- OECD
   • Damian Grimshaw, Director of Research Department- ILO
   • Inmaculada Placencia-Porrero, Senior Expert Disability and Inclusion, DG. Employment - European Commission
12:30-14:00 Lunch break
14:00-15:30 Parallel thematic sessions
   Session 1 (GB Room)
   Artificial intelligence and its impact on the employment of persons with disabilities
   Moderator: Yves Veulliet, Global Disability & Inclusion Leader, Human Resources- IBM
   Rapporteur: Debra Ruh, CEO- Ruh Communication Group
Speakers:
- Frances West, Founder - FrancesWestCo
- Susan Scott-Parker, CEO and Founder - business disability international
- Ivo van den Brand, Brand Manager - Huawei

**Session 2 (Room II)**

*Targeted initiatives to provide digital skills to persons with disabilities*

**Moderator:** Bruce Roch, CSR Director - Adecco Group France  
**Rapporteur:** Pilar Rojas, Senior Leader, Corporate Culture, D Talent, Culture and Internal Communication - Repsol  
**Speakers:**  
- Virginia Carcedo Illera, Secretary General Inserta Empleo, Deputy Director Training, Employment and Transformation - Fundación ONCE  
- Susana Puerto Gonzalez, Research and Technical Specialist - ILO  
- Pat Romzek, Founder and CEO - Three Talents Advisors, LLC (participating remotely)  
- Nazrene Mannie, Executive Director - Global Apprenticeship Network (GAN)

**Session 3 (Room III)**

*The role of Employee Resource Groups to promote a disability-inclusive Future of Work*

**Moderator:** Rogier Reinders, Global Marketing Director, Electronics and Advanced Assembly - Dow Consumer Solutions  
**Rapporteur:** Yazmine Laroche, Deputy Minister - Public Service Accessibility, Canada  
**Speakers:**  
- Sreela das Gupta, Specialist Diversity and Inclusion - Tata Consultancy Services Limited (participating remotely)  
- Don Watson, Vice President, Global Workplace and Enterprise Services - MSD  
- Susan du Becker, Compliance & Ethics - Global Compliance Enablement - Cisco (participating remotely)  
- Kate Nash, OBE, Founder and Chief Networkologist - PurpleSpace

15:30-16:00  
**Coffee break**

16:00-16:30  
**Global private sector and disability initiatives (GB room)**  

**Moderator:** Yves Veulliet, Chair - ILO Global Business and Disability Network  
**Speakers:**  
- Hiro Shibuya, Special Adviser to the Nippon Foundation  
- Brendan Roach, Senior Disability Consultant, Business Disability Forum

16:30-17:30  
**Launch of the ILO Global Business and Disability Network’s worldwide communication campaign (GB room)**

**Presentation:** Joanne Kerr, Radley Yeldar  
**Moderator:** Yves Veulliet, Chair - ILO Global Business and Disability Network  
**Speakers:**  
- Marlee Matlin, actress (participating remotely)  
- Caroline Casey, Founder - The Valuable 500  
- Kate Nash, OBE, Founder and Chief Networkologist - PurpleSpace  
- Catalina Devandas, UN Special Rapporteur on the Rights of Persons with Disabilities
Programme: Day 2

Friday, 22 November 2019

09:00-09:30
Official welcome of new members to the ILO Global Business and Disability Network (GB room)

09:30-11:00
Parallel thematic sessions

**Session 4 (GB Room)**
The role of the public sector to lead by example and create the adequate enabling policy environment for an inclusive Future of Work

*Moderator:* Verónica Montúfar, Gender Equality Officer- Public Services International (PSI)
*Rapporteur:* Catherine Naughton, Director- European Disability Forum

*Speakers:*
- Yazmine Laroche, Deputy Minister- Public Service Accessibility, Canada
- Victor Calise, New York City Commissioner for Persons with Disabilities
- Deirdre Toomey, Diversity and Inclusion lead - Public Appointments Service, Ireland
- Amena Elsaie, Cofounder and CEO Helm, Egypt

**Session 5 (Room II)**
Leaving no one behind: a focus on mental health and neurodiversity in the workplace

*Moderator:* Debra Ruh, CEO- Ruh Communication Group
*Rapporteur:* Don Watson, Vice President, Global Workplace and Enterprise Services- MSD

*Speakers:*
- Neil Milliken, Global Head of Accessibility- Atos
- Megan Horsburgh, Head of Diversity and Inclusion UKI and Global Disability Leader- Sodexo
- Eugene Farrell, Mental Health Lead- AXA PPP Healthcare
- Shahar Schestatzky, Executive VP - Shikum Acher

**Session 6 (Room III)**
Assistive technologies and Universal Design to promote the employment of persons with disabilities

*Moderator:* Deepti Samant Raja, Disability and Development Specialist, Social Development - The World Bank
**Rapporteur:** Jim Poisant, Secretary General- World Information Technology and Services Alliance (WITSA)

**Speakers:**
- Steve Tyler, Director of Assistive Technology- Leonard Cheshire
- Moran Ran, CEO- Atvisor / Ilana Gleitamn, Head of the Assistive Technology Department, Ministry of Labour and Social Affairs, Israel
- Mohammed El Hossary, Project Manager- Giza Systems Education Foundation
- Jesús M. Rodríguez, Accessibility Program Lead- Accenture

**Session 7 (Room IV)**
**Making policies on the Future of Work inclusive of persons with disabilities**

**Moderator:** Frances West, Founder- FrancesWestCo

**Rapporteur:** Laszlo Lovaszy, Member of the UN Committee on the Rights of Persons with Disabilities

**Speakers:**
- Shane Kanady, Vice President, Workforce Development- SourceAmerica
- Paul Harpur, Associate Professor, TC Beirne School of Law- University of Queensland
- Isabel Hodge, Executive Director- US International Council on Disabilities
- Ricardo Trujillo, Senior Manager- Forética

**Coffee break**

11:00-11:30

**Plenary panel discussion with the rapporteurs of the seven parallel sessions on global initiatives to ensure a Future of Work inclusive of persons with disabilities (GB room)**

**Moderator:** Phil O'Reilly, Managing Director- Iron Duke Partners

**Speakers:** The seven rapporteurs of the parallel sessions
- Debra Ruh, CEO- Ruh Communication Group
- Pilar Rojas, Senior Leader, Corporate Culture, D Talent, Culture and Internal Communicatio- Repsol
- Yazmine Laroche, Deputy Minister- Public Service Accessibility, Canada
- Catherine Naughton, Director- European Disability Forum
- Don Watson, Vice President, Global Workplace and Enterprise Services- MSD
- Jim Poisant, Secretary General- World Information Technology and Services Alliance (WITSA)
- Laszlo Lovaszy, Member of the UN Committee on the Rights of Persons with Disabilities

11:30-12:30

**Closing session with the presence of the ILO Director General Guy Ryder**

12:30-12:45

**Networking lunch**

12:45-14:00

**Country briefings and side events proposed by participants will take place during this time. More information can be found at pages 9-10.**
Session 1 – Thursday, 21 November, 14:00-15:30 (GB Room)
Artificial intelligence and its impact on the employment of persons with disabilities

Artificial Intelligence (AI) is one of the most controversial technology topics today. While it has tremendous potential in improving work productivity and individual quality of life, there are also concerns of its unintended consequences such as built-in AI bias against diversity. Leaders from the technology, non-profit, academia and business sectors will discuss the latest AI trends, its usefulness and how to address the challenges regarding bias, especially on people with disabilities in the world of work.

Session 2 – Thursday, 21 November, 14:00-15:30 (Room II)
Targeted initiatives to provide digital skills to persons with disabilities

The digital economy requires a wide range of digital skills. These are skills that lead to specific outputs or complementary skills that are needed to perform jobs in the digital economy. Targeted digital skills initiatives can enhance the employability of persons with disabilities and, therefore, increase their chances of finding and staying in decent work. In this context, inclusive digital skills initiatives can also contribute to addressing the shortage of digitally skilled workers in labour markets around the world.

Session 3 – Thursday, 21 November, 14:00-15:30 (Room III)
The role of Employee Resource Groups to promote a disability-inclusive Future of Work

Employee Resource Groups (ERGs) of workers with disabilities have proven to be a successful mechanism to make the needs of employees with disabilities heard and addressed in companies where these ERGs exist. The knowledge and insights of ERGs for shaping the Future of Work are oftentimes still untapped.

Session 4 – Friday, 22 November, 9:30-11:00 (GB Room)
The role of the public sector to lead by example and create the adequate enabling policy environment for an inclusive Future of Work

The public sector of the future will be performing better for all if it manages to be inclusive of persons with disabilities. Learning from persons with disabilities and addressing disability-related barriers will create environments and workplaces that are more usable for and inclusive of everyone. Employment of persons with disabilities in the public service will change their place in society, the way society perceives persons with disabilities and the ways people interact with the public sector. Coming together all relevant stakeholders can raise awareness and energy between the leaders and innovators that are driving these changes.
Session 5 – Friday, 22 November, 9:30-11:00 (Room II)
Leaving no one behind: a focus on mental health and neurodiversity in the workplace

Considering high negative economic impact of poor mental health in the workplace, as well as the numerous benefits of addressing it, there is a strong business case to tackle issues related to mental health at work. Implementation of successful interventions can yield numerous benefits, including in terms of improved productivity, through reduced absenteeism and presenteeism, and lower numbers of compensation claims.

More and more, businesses start valuing neurodiversity in the workplace. For instance, an increasing number of Information Technology (IT) companies target persons on the autistic spectrum in their recruitment practices. However, awareness about neurodiversity, including among recruiters, is key to making workplaces conducive to reaping its benefits.

Session 6 – Friday, 22 November, 9:30-11:00 (Room III)
Assistive technologies and Universal Design to promote the employment of persons with disabilities

Assistive technologies (AT) are necessary tool for gaining and maintaining employment by people with disabilities. AT can assist workers with disabilities in performing tasks with greater ease and independence. Increasingly, AT are being digitalised and becoming more cost-effective.

Creating and maintaining a universally designed and usable workplace requires that we address the needs of a diverse group of employees, including people with disabilities. The principles of Universal Design can guide the design of environments, processes, policies, technologies and tools to facilitate the inclusion of all employees in the workplace.

Session 7 – Friday, 22 November, 9:30-11:00 (Room IV)
Making policies on the Future of Work inclusive of persons with disabilities

The Future of Work is not yet written and not pre-determined by technological advances. Rather it is up to policy makers to shape the Future of Work. What are the key issues that need to be kept in mind to ensure people with disabilities equally benefit from the opportunities the future world of work will offer? Is the gig or platform economy a suitable avenue for people with disabilities into decent work? How will the issue of disability inclusion be positioned in future discussions on policies on Diversity & Inclusion?
Details of the sessions on Friday afternoon
22 November, 14:00-17:00

Room II

14:00 - 14:20
Brazil / Chile / Mexico:
• Djalma Scartezini, Senior Manager D&I LATAM - EY / Rede Empresarial de Inclusão Social, Brazil
• Rodrigo Carvajal, General Manager - Seco Chile / Red de Empresas Inclusivas, Chile
• Angie Ruiz, Lead Culture Transformation - ALFA / Movimiento Congruencia, Mexico

14:30 - 14:50
Saudi Arabia / UAE:
• Samah Alamoudi, Projects and Services Manager - Qaderoon Business Disability Network, Saudi Arabia
• Renate Baur-Richter, Program Manager - SEDRA Foundation, UAE

Room III

Technology and Private Sector partnerships for Inclusion:
• Angel Perez, Senior Technology and Innovation lead – Leonard Cheshire

Global Apprenticeship Network (GAN) members driving inclusive workplaces:
• Kathleen Elsig, Head of Strategic Partnerships and Development - GAN
• Jesús M. Rodríguez, Accessibility Program Lead - Accenture

Room IV

15:00 - 15:20
Philippines:
• Grant Javier, Executive Director - Project Inclusion / Philippine Business and Disability Network

Multi-disciplinary partnerships with the Worcester Polytechnic Institute (WPI):
• Eleanor T. Loiacono, Professor - WPI

Discussing a roadmap to a more disability-inclusive Future of Work
<table>
<thead>
<tr>
<th>Time</th>
<th>Room II</th>
<th>Room III</th>
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<tr>
<td>15:30 - 16:00</td>
<td>Break</td>
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<td>16:00 - 16:20</td>
<td><strong>China:</strong></td>
<td><strong>Disability employment quota system in Israel:</strong></td>
<td><strong>Side event - Facial disfigurement: a neglected global human rights issue:</strong></td>
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<td>- Zhang Quan, Senior General Manager - Sony Digital Products (Wuxi) Co.Ltd</td>
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<td>16:30 - 16:50</td>
<td><strong>Bangladesh / Australia:</strong></td>
<td><strong>Universal Design and inclusion in private and public companies:</strong></td>
<td><strong>Country briefing - Egypt:</strong></td>
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<td>- Murteza Khan, CEO - Bangladesh Business and Disability Network</td>
<td>- Emi Aizawa, Corporate Planning Department - Mirairo Inc., Japan</td>
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**Disability employment quota system in Israel:**

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**Side event - Facial disfigurement: a neglected global human rights issue:**

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**Bangladesh / Australia:**

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- Donna Purcell, Senior Manager Accessibility and Capability Advice – Commonwealth Bank

**Universal Design and inclusion in private and public companies:**

- Emi Aizawa, Corporate Planning Department - Mirairo Inc., Japan

**Country briefing - Egypt:**

- El Sayed Torky, Senior Advisor Federation of Egyptian Industries
- Amena Elsaie, Cofounder and CEO Helm, Egypt
International Sign interpretation and Live Captioning will be provided. The meeting rooms have step-free access.

Livestreams of the plenary and parallel sessions are available and indicated by the “live stream” button.

Please register here. Registration and participation are free of charge.

For more information please visit:

tiny.cc/GBDN2019