



Catalyst for Change: Disability-Inclusive Business in APAC

ILO GBDN 2nd Regional Conference for Asia and the Pacific

17 September 2025

Ability Hub, Enabling Village, Singapore

(Online on ILO Live)

9:00 - 10:15* Welcome and opening remarks

- Kaori Nakamura-Osaka, Director of the Regional Office for Asia and the Pacific, **ILO**
- Lee May Gee, CEO, **SG Enable**
- Lim Puay Tiak, Chairperson, **ASEAN Disability Forum**
- Armida Salsiah Alisjahbana, Executive Secretary, **UN Economic and Social Commission for Asia and the Pacific (ESCAP)**
- Pichamon Yeophantong, Chairperson and Asia-Pacific Member, **UN Working Group on Business and Human Rights**
- Jürgen Menze, Disability Inclusion Specialist, **ILO**

10:15 - 11:00 Networking break

11:00 - 12:00 Inclusive employment: exchange of good corporate practices

This session showcases innovative inclusive employment strategies and practices within leading companies in APAC, including ILO GBDN multinational enterprise members. It highlights successful approaches for hiring, retaining, and advancing the career development of persons with disabilities. Discussions also explore topics like workplace accommodations and learning from the lived experiences of employees with disabilities.

- Jacquie Milne, Executive Director HR, **MSD/Merck** (ILO GBDN Chair 2025-26)
- Melissa Soh, Head of Diversity and Inclusion, **Standard Chartered**
- Vanessa Japay, HR Manager, **Southstar Drug**
- Carrie Chow, Accessibility Evangelist, **Atos**

* All times are Singapore Time

- Aarti Bhardwaj, Diversity & Inclusion and Employee Wellbeing Lead, **Nestlé**
- Pratima Amonkar, Area Lead Strategy, **Microsoft**

12:00 - 13:30 Lunch break

13:30 - 14:30 Regionalising global disability approaches in APAC

Global disability inclusion policies and international policy frameworks on disability can require regional adaptations to make them effective. Further, measuring progress and impact on disability inclusion at APAC level through global tools like the ILO GBDN Self-Assessment forms part of this exchange.

- Robert Oates, Chief Risk and Compliance Officer, **HSBC**
- Benjamin Roberts, Director of Ingeus Singapore, **APM**
- Cai Cai, Chief, Gender Equality and Social Inclusion, **UN Economic and Social Commission for Asia and the Pacific (ESCAP)**
- April Ann Cruz, Trade Finance Consultant, **Asian Development Bank (ADB)**
- Sebastien Ducarme, Membership Engagement Manager, **PurpleSpace**

14:30 - 15:30 Ecosystem: joint efforts for the employment of persons with disabilities

This session brings together key actors from business, civil society, UN entities and international networks to discuss the power of collaboration in advancing disability inclusion. It explores how coordinated action across sectors can shape inclusive employment policies, drive business accountability, and create lasting impact across APAC.

- Ai Nakagawa, Head of Community Programmes, **Standard Chartered Foundation**
- Sminu Jindal, Chairperson, **India Business and Disability Network**
- Krishna B. Shah, Executive Director, **UN Global Compact Network Nepal**
- Vicky Tsang, East Asia and Pacific Program Officer - Gender and Economic Inclusion, **International Finance Corporation (IFC)**
- Tingting Chen, Social Affairs Officer, **UN Economic and Social Commission for Asia and the Pacific (ESCAP)**
- Michael Fembek, CEO, **Zero Project**
- Anja Günther, Operational Lead, **Equitable AI Alliance**

15:30 - 16:30 Leadership on ensuring disability-inclusive talent pipelines

This session focusses on bringing people with disabilities into talent pipelines, so employers can tap into talent with disabilities consistently. Aiming to shape fairer and more efficient

labour markets, strategic business partnerships with entities like training providers and organisations of person with disabilities – facilitated by National Business and Disability Networks – play a key role in this discussion.

- Khan Murteza, CEO, **Bangladesh Business and Disability Network**
- Shafiq Bhuiyan, Head of Internal Communications and CSR, **BRAC Bank**
- Catherine Tsang, Diversity and Inclusion Leader, **PricewaterhouseCoopers (PwC) Hong Kong and China**
- Anurag Pratap, Vice President & Leader CSR, **Capgemini India**
- Amy Whalley, CEO, **Australian Disability Network**
- Haibin Zhou, Coordinator, **“Digital in Demand” Business Talent Compact China**

16:30 - 17:30 Networking