



Unlocking Potential: Disability Inclusion in Business

ILO GBDN 1st Regional Conference for Europe

17 February 2026

United Nations Office at Vienna, Austria

(Online on ILO Live)

8:30 - 9:30*

Welcome and Opening Remarks

- **ILO**
- **myAbility**
- **MSD/Merck** (2025-26 Chair of the ILO GBDN)
- **European Disability Forum (EDF)**
- **UN Working Group on Business and Human Rights**

9:30 - 10:30

Inclusive Employment in Action: Transforming Corporate Practices

This panel will showcase innovative inclusive employment strategies within leading companies operating in Europe, highlighting practical tools and approaches for hiring, retaining, and advancing the career development of persons with disabilities. Discussions will explore inclusive leadership, workplace accommodations, and learning from the lived experiences of employees.

- **Adecco Group**
- **Novartis**
- **Pluxee**
- **Salesforce**
- **Sanofi**
- **PurpleSpace**

10:30 - 11:00

Networking break

* All times are Central European Time (CET)

11:00 - 12:00

Tech for All: Harnessing AI & Digital Innovation for Disability Inclusion

This session will address the double-edged role of digital technologies, including AI, in creating barriers or unlocking opportunities for people with disabilities. Key topics include accessible design, algorithmic bias, inclusive innovation, and co-creation with users with disabilities.

- **Atos**
- **Capgemini**
- **Microsoft**
- **Equitable AI Alliance**
- **European Disability Forum (EDF)**

12:00 - 13:30

Lunch break

13:30 - 14:30

Leading Inclusively: Unlocking the Potential of an Accessible Future

This panel explores how personal commitment by senior managers in businesses can drive sustainable and effective changes towards greater disability inclusion in companies.

- **tbd**

14:30 - 15:30

Power in Partnership: Leveraging Business Collaborations

This panel explores how strategic alliances by and with business communities can accelerate positive labour markets outcomes for persons with disabilities in Europe. It will examine success stories from European initiatives, public policies, joint advocacy efforts, and public-private partnerships.

- **European Commission**
- **European Association of Service Providers for Persons with Disabilities (EASPD)**
- **European Bank for Reconstruction and Development (EBRD)**

15:30 - 16:30

Reporting Inclusion: Disability in the European Sustainability Standards

With the European Sustainability Reporting Standards (ESRS) being further discussed, companies operating in the EU are encouraged to disclose how they address social factors, including workforce diversity and inclusion. This panel will explore how disability inclusion can be embedded in ESRS-aligned reporting. Panellists will discuss practical approaches for data

collection, stakeholder engagement, and putting the “I” in ESG (Environmental, Social, and Governance) and other sustainability frameworks.

- **European Commission**
- **Disability Hub Europe**
- **myAbility**

16:30 - 17:30 Networking