



International
Labour
Organization

Global Business
and Disability
Network

CRPD@20: From Rights to Results - Leading the Future of Inclusive Business

12th Global Conference

1-2 December 2026

ILO headquarters, Room II

(Online on ILO Live)

First Day - 1 December

09:00 - 9:15* **Opening remarks and summary of work in 2026**

09:15 - 09:30 Welcoming of and statements by new members

The ILO Global Business and Disability Network (GBDN) keeps growing its membership base, i.e. multinational enterprises, National Business and Disability Networks, and non-business associate members. This session will welcome the latest ILO GBDN members and provide them with the opportunity to share key insights related to their current and future work.

09:30 - 10:30 Bedrock of Belonging: Grounding Inclusion in Human and Labour Rights

Inclusion is more than a corporate initiative - it is part of human rights and labour rights frameworks. As the United Nations Convention on the Rights of Persons with Disabilities (CRPD) celebrates its 20th anniversary and the ILO's Committee of Experts on the Application of Conventions and Recommendations (CEACR) its centenary, this session contextualises everyday business operations in global legal standards and business and human rights discussions.

10:30 - 11:00 Coffee / tea break

* All times are Central European Time (CET)

11:00 - 12:00 Beyond the Bot: Scaling Disability Inclusion in an AI-led World of Work

Artificial Intelligence (AI) is fundamentally rewriting the rules of the workplace. While AI offers unprecedented tools for empowerment, it also introduces complex risks - from "black box" algorithmic bias to digital exclusion. This session dives into the dual-edged sword of the AI revolution. The session explores how AI-powered recruitment can be intentionally designed to strip away traditional hiring barriers rather than reinforcing them. The session also examines the transformation of vocational training, looking at how AI-enhanced learning can bridge the skills gap and prepare persons with disabilities for in-demand jobs.

12:00 - 13:30 Lunch break

13:30 - 14:30 Neuro-Advantage: Driving Innovation Through Diverse Thinking

Great teams don't think alike; they think better by thinking differently. In today's economy, cognitive diversity is the hidden engine of innovation. This session moves beyond awareness to explore how neuro-inclusive principles can be hardwired into the workplace to improve problem-solving and collective performance. From reimagining the recruitment process to designing sensory-smart environments, the session discusses how to shift from "accommodating" neurodivergent talent to intentionally building systems where every mind can thrive.

14:30 - 15:30 Future-Proofing Talent: Building Paths for Youth with Disabilities

The transition from education to the workforce is a defining moment, yet for youth with disabilities, this journey is often obstructed by intersecting barriers. To build a resilient future of work, organisations must transform these roadblocks into launchpads. This session shifts the focus from simple "employability" to long-term career agency. The session spotlights the blueprints and high-impact programmes that successfully bridge the gap between the classroom and the boardroom.

15:30 - 16:00 Coffee / tea break

16:00 - 17:00 Impact-First: Turning Disability Data into Business Strategy

What gets measured gets done - but only if you're measuring the right things. While data is the lifeblood of strategic change, the "disability data gap" remains a significant challenge for many organizations. This session moves beyond headcounts to explore how companies can transform raw numbers into a roadmap for cultural and operational transformation. The session dives into the ethics and mechanics of meaningful data collection, from fostering the trust needed for self-identification to leveraging analytics that reveal the true impact of your inclusion policies.

Second Day - 2 December

09:30 - 10:30 Human-First Workplaces: Leading with Mental Health in Mind

Awareness is the starting point, but action is the destination. For too long, mental health has been treated as a standalone "perk" rather than a core pillar of disability inclusion and organizational health. In today's high-pressure landscape, the most resilient companies are those that treat psychological safety as a strategic imperative, not just a HR checklist. This session explores the structural changes required to build a truly supportive and enabling work environment.

10:30 - 11:00 Coffee / tea break

11:00 - 12:00 Inclusion Engine: Fuelling Growth Through Untapped Pipelines

To bridge the employment gap, companies and allies must rethink the journey from candidate to career. Disability inclusion is no longer just about filling roles; it's about aligning specialized skills development with the evolving demands of the global labour market. When the gears of training and recruitment are well synced, the result is a high-performance engine for business growth.

12:00 - 13:30 Lunch break

13:30 - 14:30 Check-In for All: Elevating the Inclusive Guest and Staff Experience

In the hospitality world, a "welcome" is only as good as its accessibility. This session moves beyond basic compliance to explore how the world's leading travel and leisure brands are turning inclusion into a five-star standard. This session pulls back the curtain on the innovative practices transforming the industry - from sensory-friendly hotel environments and AI-driven guest services to inclusive hiring models that empower a diverse workforce.

14:45 - 15:45 Closing remarks