First Day – Wednesday, 27 November

9:00 - 9:30*  Opening remarks and summary of work in 2024

9:30 - 10:30  Welcoming of and statements by new members

10:30 - 11:00  Coffee / tea break

11:00 - 12:00  Promoting disability in companies’ supply chains: current practices and recommendations
Disability- and accessibility-related requirements set by multinational enterprises in their supply chains can be strong incentives for other companies, including medium-sized companies, to improve their own disability inclusion policies and practices. This session will also see the launch the ILO GBDN knowledge product on disability-inclusive supply chains.

12:00 - 13:30  Lunch break

13:30 - 14:30  Adjusting for success: reasonable accommodations at work
Reasonable adjustments aim to provide equal opportunities for employees at the workplace, so their skills and talents can be used to full capacity. By recognising and accommodating individual needs, companies create work environments that truly welcome the diversity of

* All times are Central European Time (CET)
their staff, including people with disabilities, and thereby contribute to greater business success.

14:30 - 15:30  Learning directly from colleagues with disabilities: Employee Resource Groups

No longer not only a “nice to have”, Employee Resource Groups (ERGs)/Networks on disability issues are now a “must have” for any organisation that wants to learn directly from its own people and provide a safe place for employees with disabilities, including neurodivergent colleagues, to network and learn from each other.

15:30 - 16:00  Coffee / tea break

16:00 - 17:00  Exchanging between world regions: communalities and differences

Understanding the communalities and differences persons with disabilities may encounter when it comes to employment in different countries and learning how entities in different world regions support them is vital in ensuring persons with disabilities are included in the world of work. This session will feature speakers to share the situation in Africa, Asia and the Pacific, the Arab States, and Latin America.
Second Day – Thursday, 28 November

09:00 - 10:30  Putting the I in ESG: Inclusion of persons with disabilities as strategic imperative
As the market size for ESG investments continues to expand, the focus on social components, particularly disability inclusion, is becoming more pronounced. This shift reflects a deeper understanding of the intersectionalities between disability, other identities, and climate action, emphasising the need for inclusive practices across all sectors. This session will also see the launch the ILO GBDN knowledge product on disability-inclusive ESG.

10:30 - 11:00  Coffee / tea break

11:00 - 12:00  Inclusiveness in a digital economy: avatars, accessibility, and Artificial Intelligence
The pace at which the digital realm of the world economy is developing needs to be accompanied by appropriate measure to protect the labour rights of persons with disabilities and to promote their inclusion in the workforce. Further, the rise of Artificial Intelligence (AI) and latest legislation like the European Accessibility Act offer opportunities for promoting inclusiveness.

12:00 - 13:30  Lunch break

13:30 - 14:30  Unlocking neurodivergent talent: Neuro-inclusive companies
Neurodiversity refers to the idea that all humans have diverse cognitive profiles, neurological abilities and strengths and weaknesses, which should be recognised and respected. Businesses are increasingly recognising that neurodivergent persons can bring much needed talent and skills to workplaces if appropriate policies and procedures enable their full professional potential.

14:30 - 15:45  Staying connected: Key global events on disability (employment) and business
Several global events on disability inclusion (in business) will be held in the 12 months after the ILO GBDN 11th global annual conference. This session will see presentations on the Harkin International Disability Employment Summit (December 2024, Washington D.C.), the Zero Project Conference (March 2025, Vienna), the third Global Disability Summit (April 2025, Berlin), and the SYNC25 Accountability Summit (December 2025, Tokyo).

15:45 - 16:00  Closing remarks