



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK

ILO Global Business and Disability Network

UNGC Italy workshop “Neurodiversity in the Workplace”

7 May 2026





ILO GBDN: A network for companies, by companies (1/2)

► 45 Multinational Enterprises



► ILO GBDN: A network for companies, by companies (2/2)

► 47 National Business and Disability Networks



World map indicating countries with National Business and Disability Networks

► Capacity building events, e.g. hybrid conferences

- ❑ Global conferences (e.g. 12th edition, 1-2 Dec 2026)
- ❑ Regional conferences (e.g. Europe, Feb 2026; Asia & Pacific, Sept 2025; Latin America, Oct 2024)



Representatives of ILO GBDN members and partners at the ILO GBDN global conference 2024 “From Margin to Mainstream: Disability in Business”

► Knowledge products (2025)

- ❑ Disability-Inclusive Supply Chains: A Guide for Business
- ❑ Care to Compete: Corporate Policies and Practices on Care and Support for Employees with Disabilities and Employees with Dependants with Disabilities
- ❑ Artificial Intelligence and the Employment of Persons with Disabilities – Opportunities, Risks and Recommendations



► Conceptualizing Neurodiversity

- ❑ One of our five key areas of work
- ❑ Recognition of and respect for the fact that all humans have diverse cognitive profiles, neurological abilities as well as strengths and weaknesses
- ❑ Inclusion of **Neurodivergent** individuals in (workplace) settings which were made for **Neurotypical** individuals by changing the environment (*social model of disability*)
- ❑ Need to go beyond someone's label or diagnosis (e.g. autism, ADHD, AuDHD, dyslexia) to identify and address neurodivergent individuals' needs at work / recruitment process – including through promotion of general accessibility and provision of individualised reasonable accommodations
- ❑ Typically, neurodivergent individuals *do not* identify as having a disability



► Neurodiversity-specific work by ILO GBDN (members) (1/2)

- ❑ “Objectif Neuroinclusion” initiative launched in 2025 as a French inter-company initiative (Capgemini, Carrefour, FDJ United, L'Oreal, Orange, Pernod Ricard, Schneider Electric, Siemens, Thales)
- ❑ Unlocking neurodivergent talent: Neuro-inclusive companies (Accenture, Capgemini, IBM, Orange, Philips), session at ILO GBDN's 11th global conference, 2024



► Neurodiversity-specific work by ILO GBDN (members) (2/2)

- ❑ ILO GBDN's Businesses leading the way on disability inclusion: A compilation of good corporate practices 2023, with neurodiversity practices by AXA, Capgemini, IBM
- ❑ ILO GBDN webinars Neuro-inclusive companies: unlocking the potential of neurodivergent employees 2022 (EY, HSBC, IBM, Orange) and Neurodiversity in the workplace: the power of difference 2021 (Atos, Business Disability Forum, Genius Within)



► Actionable steps for companies

- ❑ Get in touch with Organisations of Persons with Disabilities that cover parts of the wide neurodivergent spectrum, e.g. European Council of Autistic People
- ❑ Recognise that neurodiversity-specific discussions can benefit from wider reflections on the inclusion of persons with disabilities in the workplace (e.g. fostering a corporate culture of trust for self-identification, general accessibility of the physical and digital environment, provision of individualised reasonable workplace accommodations)
- ❑ Continue the peer-to-peer exchange and learning on neurodiversity and disability inclusion with other companies, e.g. through establishing an Italian Business and Disability Network
- ❑ Join ILO GBDN events, e.g. 12th global conference (1-2 December 2026, Geneva)



► Stay in touch

- ❑ menze@ilo.org – Jürgen Menze, ILO Disability Inclusion Specialist
- ❑ businessanddisability@ilo.org – ILO Global Business and Disability Network secretariat
- ❑ <https://www.businessanddisability.org/> – ILO Global Business and Disability Network website
- ❑ [LinkedIn page of the ILO Global Business and Disability Network](#)