

# ▶ The 18th ASEAN-Japan High Level Officials Meeting on Caring Societies

ILO's initiatives in supporting employment for people with  
Developmental Disorders

Shinichi Takasaki, Director, ILO Office for Japan

# People with Autism Spectrum Disorders



Characterized by:

- Unique social interactions
- Non-standard ways of learning
- Keen interests in specific subjects
- Inclination to routines
- Challenges in typical communications and particular ways of processing sensory information

Resource: UN “World Autism Awareness Day”

▶ **70 million**

people with autism spectrum disorder around the world

▶ **One in 160 children**

has an autism spectrum disorder, according to estimates by the UN World Health Organization (WHO)

▶ **500,000 youths with autism**  
are estimated to enter the workforce during the next decade

Resource: “UN calls for recognizing the rights of people with autism to make their own decisions” (UN News Centre, March 2017)

The ILO Global Business and Disability Network [http://www.businessanddisability.org/mental\\_health/autism-the-5000-initiative/](http://www.businessanddisability.org/mental_health/autism-the-5000-initiative/) (Oct. 2018)

## The ILO Global Business and Disability Network (GBDN)

- unique platform for business-to-business support and peer-to-peer learning on disability issues

- **Exchange of knowledge** through global, regional and national meetings, as well as working groups, **joint publications and tools**.
- Supports national-level business initiatives on disability inclusion, particularly in developing countries, through providing **technical advice**
- The members **share good practices**, explore **innovative policies** and **highlight the benefits** of including people with disabilities as part of a diverse workforce.



For inquiries, please contact

<http://www.businessanddisability.org/>

## The business case for hiring people with high-functioning autism

### SAP Ariba (Procurement and Information technology company)'s "Autism at Work" programme

- By 2020, people with Autism will comprise **1%** of SAP Ariba's global workforce. **140 people with Autism** are employed across 12 countries (as of Oct. 2018)
- **Drive disability inclusion in global supply chains**
- Serve as a Patron Sponsor for the **UN Global Compact Action Platform on Decent Work in Global Supply Chains**

### Benefits of hiring people with high-functioning autism in IT Workforce:

- Companies are recognizing their strengths as **quality assurance, data services, software and website testing**, and specialized skills such as **excellent concentration, logic, and visual thought**. They perform well in particular roles, such as information scientists or mathematicians.
- Workforce with diverse perspectives helps companies create products for a varied consumer base and leads to innovation.

Resource: The ILO Global Business and Disability Network [http://www.businessanddisability.org/mental\\_health/autism-the-5000-initiative/](http://www.businessanddisability.org/mental_health/autism-the-5000-initiative/) (Oct. 2018),  
"Building a neurodiverse high-tech workforce <http://www.businessanddisability.org/news/building-a-neurodiverse-high-tech-workforce/> (May 2019),

SAP Ariba's presentation "Driving Disability and Inclusion in Companies and in Global Supply Chains" (Oct. 2018) 

## ▶ Supporting employment for people with developmental disorders will contribute to the 2030 Agenda and the Sustainable Development Goals

- ▶ All people with autism spectrum disorders can benefit from equal employment opportunities.
- ▶ Raising companies awareness about their specialized characteristics, skills and strengths, including among recruiters, a key to making workplaces conducive to reaping their benefits.

Supporting employment for people with Autism spectrum disorder contributes specifically to

### **Goal 8 “Decent work and Economic Growth” and Target 8.5**

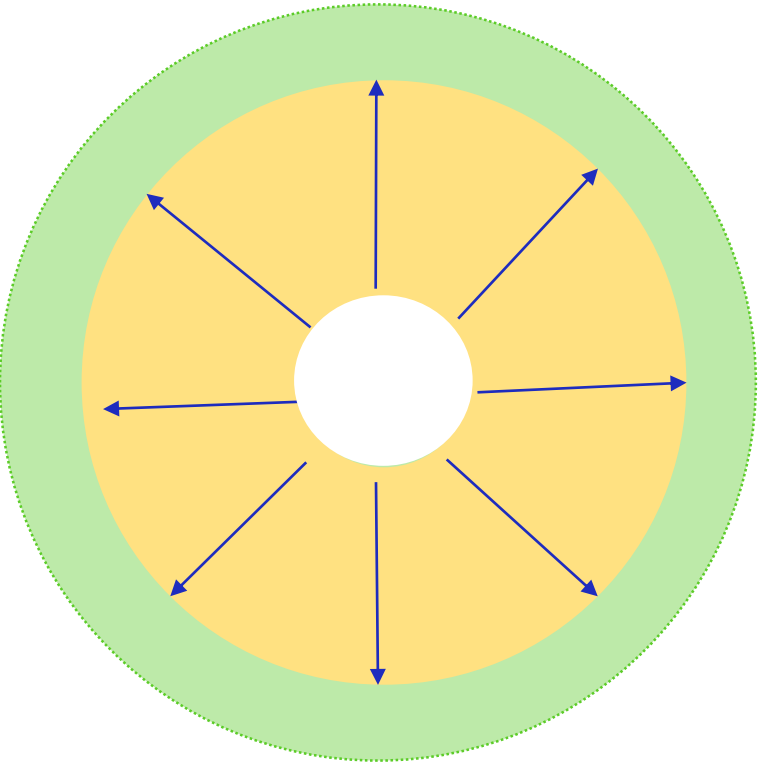
“By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”.

For follow-up questions, technical advice on how best to include persons with disabilities, please contact to

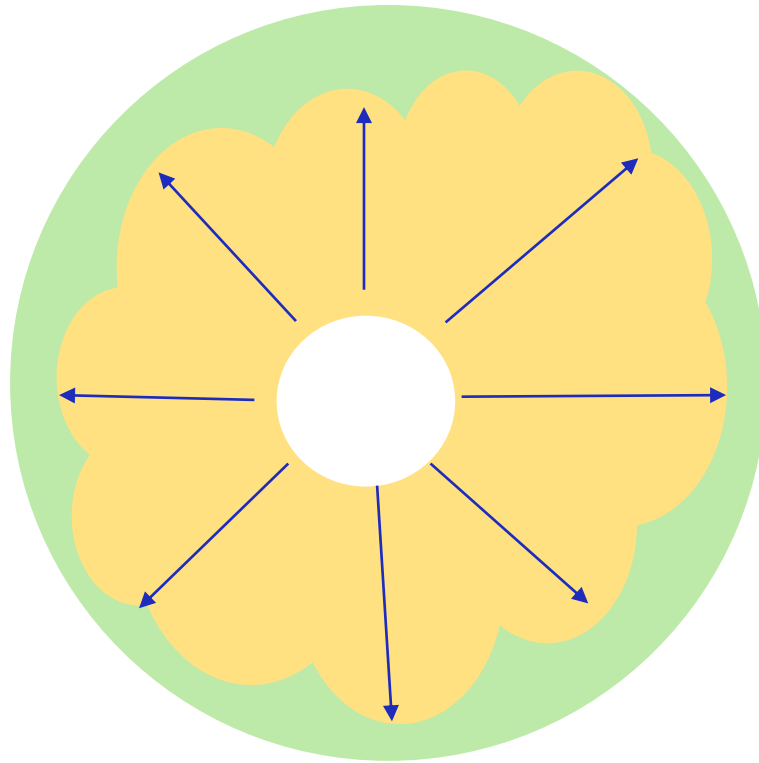
**ILO Global Business Network**

**<http://www.businessanddisability.org/>**

## Development



## Individuality



## Development disorder

