

# NEURODIVERSITY OF THE WORKFORCE AND DIGITAL TRANSFORMATION:

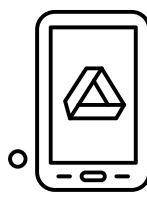
The case of inclusion of autistic workers at the workplace

This article examines how the shift to digital workplaces impacts both the abilities of autistic employees and the approach to managing neurodiversity. It was found that, in various ways, digital transformation can create a supportive environment for autistic workers.

## Theory

- The first trend explored was neurodiversity management practices.
- The second trend studied was the digital transformation of workplaces.

- What is digital transformation?
- The adoption and integration of digital technologies, such as cloud computing, automation and other digital innovations, to improve work processes.

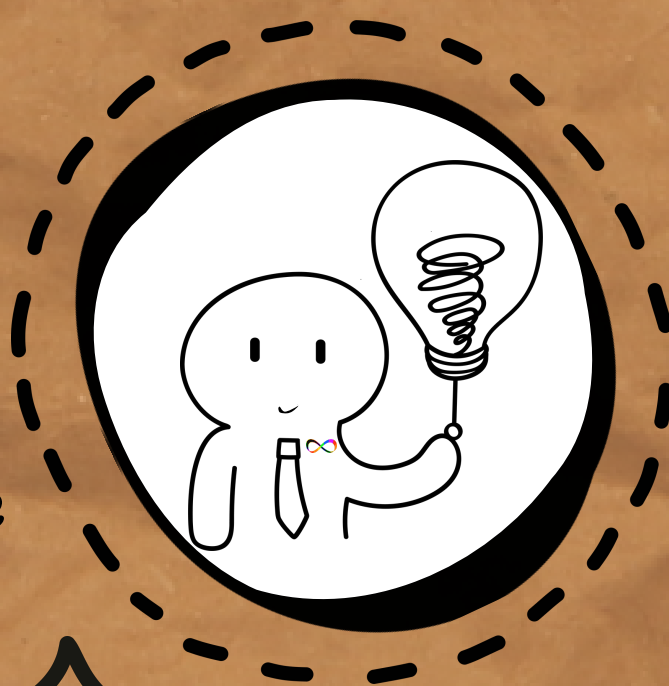


## Objectives

Analyze the links between neurodiversity within the workforce and digital transformation at the individual, organizational and industry levels.

## Methodology

- Phenomenological approach: A method to explore real-life experiences and uncover their deeper meaning.
- Study: Semi-structured interviews were conducted with leaders or experts in neurodiversity initiatives. These individuals had a strong understanding of the IT sector.



## Results

The study shows that managing neurodiversity in the private sector, is an effective model for inclusive workplaces. This approach reduces hiring discrimination, improves mental health, and addresses psychosocial risks related to the digital transformation, ultimately, enhancing overall workplace well-being. Neurodiversity initiatives support making digital transformation more inclusive.

Walkowiak, Emmanuelle. (2021).

Neurodiversity of the workforce and digital transformation: The case of inclusion of autistic workers at the workplace. Technological Forecasting and Social Change. 168. 120739.

10.1016/j.techfore.2021.120739.