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Inspiring More Sustainability

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PRESS RELEASE

EVALUATE THE PLACE OF DISABILITY IN COMPANIES

Handi-Diag, a new self-assessment tool

IMS Luxembourg is launching Handi-Diag, a tool to evaluate the place of disability in companies. It has been developed in partnership with the Ministry of Family, Integration and the Greater Region, the Ministry of Labour, Employment and the Social and Solidarity Economy and the European Social Fund.

In March 2021, the European Commission adopted the Disability Rights Strategy 2021-2030 to improve the lives of people with disabilities, particularly in employment. The European Commission underlines that 51% of people with disabilities are in employment, compared to 75% of people without disabilities.

In Luxembourg, "Work and employment" is one of the eight priorities in the 2019-2024 national plan on the rights of people with disabilities. Despite the progress made, people with disabilities still face obstacles in accessing and maintaining employment. On the other hand, companies lack information about including people with disabilities. Thus, the Handi-Diag tool provides solutions for companies.



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Self-assessment of company practices

Aimed at employers in Luxembourg, Handi-Diag enables them to assess their practices regarding the inclusion of disability in the workplace. The tool, via about fifty questions, questions six key processes to know its maturity index:

- Recruitment and Career,
- Legal framework,
- Accessibility of the working environment,
- Employability,
- Management,
- Performance.

Assessment, actions, and resources available

Once the assessment has been completed, the employer receives a report on his organisation. It includes strengths, areas for improvement, and a comparison with the average of Luxembourg employers.

Following this analysis, the tool proposes a selection of actions and resources adapted to the organisation's level of maturity. The objective: set up an action plan.

A tool to meet the needs of the field

During six thematic workshops, the tool was designed in collaboration with some fifteen public and private organisations in Luxembourg. According to the different levels of maturity, these workshops identified the good practices, actions and resources that will help employers improve the inclusion of people with disabilities.



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Access and practical information

The tool is free of charge and has been available to all employers in Luxembourg since 21 March 2023. It is available in French and English. It is advisable to repeat the assessment once a year.

- **Create an account**

To access the tool, it is necessary to create an account. It is quick and easy and takes 2 minutes. A person from the organisation fills in the different questions after working out the answers collectively with the parties concerned (HR, communication, facilities, etc.).

- **The recommended process**

1. Download the questionnaire in PDF from the platform.
2. Work on the questionnaire with the parties concerned (HR, communication, facilities, etc.).
3. Record the answers online to access the results and the proposals for action.
4. Find out the maturity index, the strengths, and areas for improvement of the organisation.
5. Build the action plan from the suggestions adapted to the organisation's profile.

Link to Handi-Diag : <https://www.handidiag.lu/>



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IMS – INSPIRING MORE SUSTAINABILITY

Luxembourg's leading network for Corporate Responsibility

IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies active in Corporate Social Responsibility (CSR) for 15 years. IMS' mission is to inspire responsible strategies and practices among national economic actors. IMS Luxembourg supports its members through collaborative and federating projects by promoting dialogue with stakeholders (private, public, associative). IMS provides expertise, concrete solutions, awareness, and information (toolkit, training, clubs, workshops...). This network represents almost 25% of Luxembourg's payroll and is the national representative of the European organisation CSR Europe. IMS is an independent, non-political, and non-profit organisation.

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