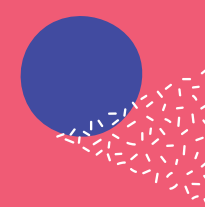
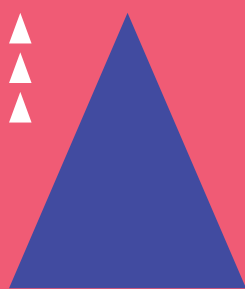
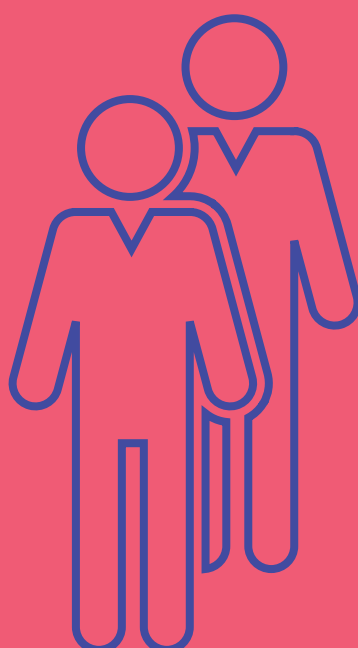




WHAT IS « DISABILITY » ?



We distinguish generally
9 categories



◀ **85%**

of people with disabilities
become disabled following
an unforeseen event or an
incapacitating illness

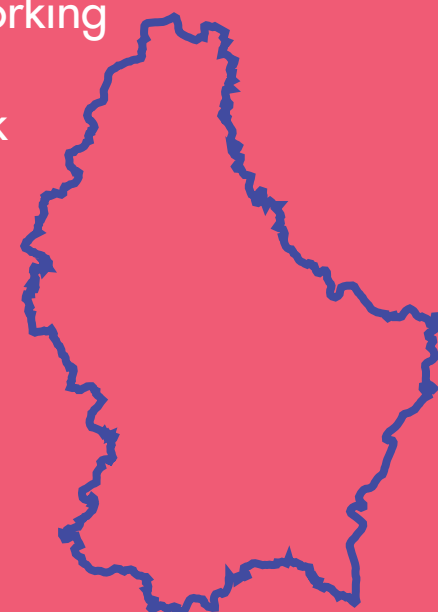
Obtaining the « disabled
worker » status:



- Verified diminution of the working capacity of at least **30%**
- Person remains apt for work



4000 ▶
people are
concerned in
Luxembourg

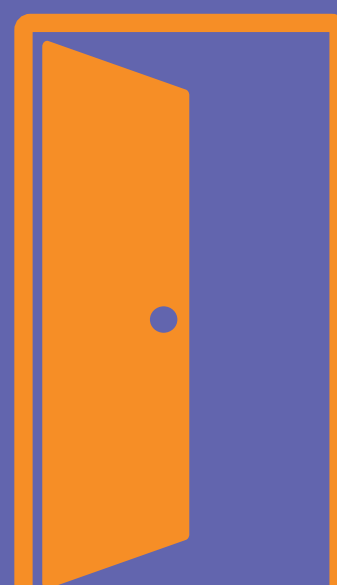
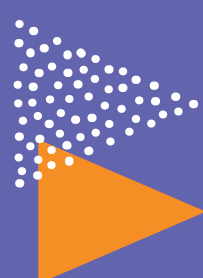


THE PROCEDURE FOR THE RECOGNITION OF THE « DISABLED WORKER » STATUS



▲ ▲ ▲
The ADEM's medical
commission recognizes the
« disabled worker » status

▶ ▶ ▶
The person who is
recognized « disabled
worker » is **automatically registered at
the ADEM** if he/she is
looking for a job
▶ ▶ ▶



The Occupational Counselling
and Redeployment Panel
guides the disabled worker
into the **mainstream labour
market** or into a **sheltered
workshop**
◀ ◀ ◀



THE STEPS TO RECRUIT A PERSON WITH A DISABILITY



Disseminate the job offer at the **ADEM** and/or by using the classic recruitment methods



To prepare the arrival of the new collaborator :



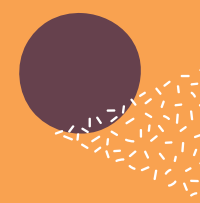
- ▶ Anticipate the **needed** adaptations
- ▶ Name a **tutor**



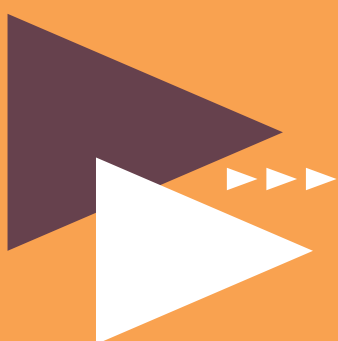
To integrate the new collaborator :

- ▶ Raise the **teams' awareness** on the impact of stereotypes or **the best ways to behave regarding** the different types of disability
- ▶ Involve the **direct manager**

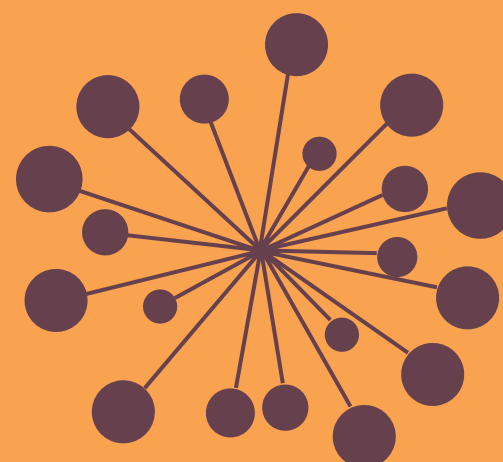
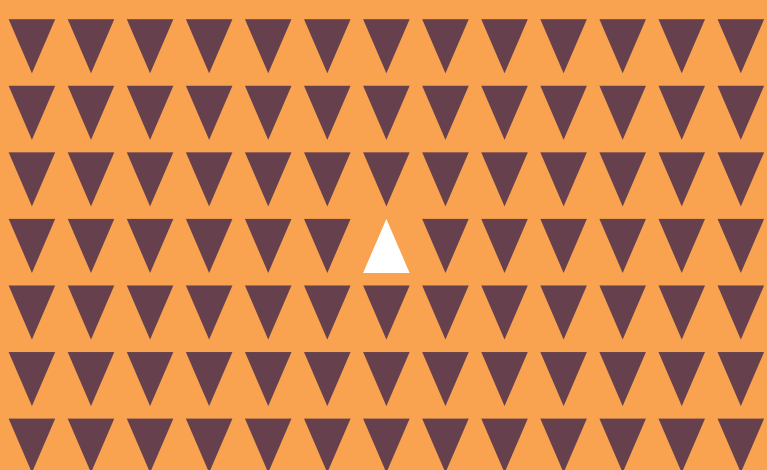




BREAKING DOWN BARRIERS



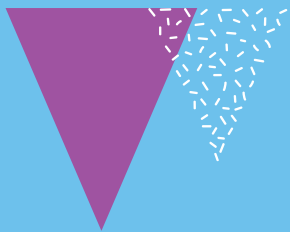
Hiring a person with a disability contributes to **evolving mentalities** and to **rejecting preconceptions** on disability



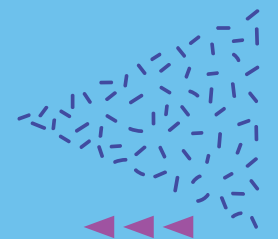
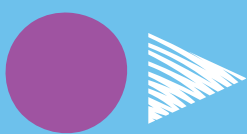
Recruiting one or several disabled workers is a **concrete way to apply an active diversity management approach** to the company




No disability is like the other : in order to acknowledge the needed adjustments and support measures, it is essential to **discuss with the concerned person in order to identify his/her specific needs**



SUPPORT MEASURES FOR HIRING A DISABLED WORKER




▲ ▲ ▲
Between 40% and 100% of
the disabled worker's gross
salary is reimbursed



▲ ▲ ▲
Vocational training costs are covered
by the State



Disabled workers have
a right to 6 additional
days of **leave** per year



The State participates in the
following costs:

- Workstation adaptation and access
- Professional equipment
- Transport