

DUODAY - PROMOTING THE INCLUSION OF PEOPLE WITH DISABILITIES

Company name : POST LUXEMBOURG

Activity sector : Activités spécialisées, scientifiques et techniques

Company category : Secteur Public

Description of the action

POST Luxembourg participated on 26 April 2018 in the first DuoDay organised by the Agency for the Development of Employment (ADEM). The concept was born in Ireland ten years ago: welcoming a person with a disability in a company to spend a day in pairs with an employee, with the aim of raising awareness of disability and promoting inclusion.

Context

Our participation in this action is part of our Corporate Social Responsibility (CSR) and our commitment to diversity. One of the four action levers of our diversity strategy is disability, on which we are working on an ongoing basis.

Approach

How a DuoDay works:

- The company, which participates, welcomes trainees with disabilities for a day.
- The trainee and the tutor together form a Duo

Objectives

For POST Luxembourg :

- Raise awareness of disability among our managers and employees by breaking down prejudices and discovering the skills of people with disabilities.

For the intern:

- To discover the ordinary work environment and a trade of the company
- Define or specify your professional project

« To do »

- Ensure internal and external communication, including the terms used to talk about disability and people with disabilities.

« Not to do »

- Forming "unbalanced" duets, i.e. with too great a gap between the trainee's skills and the profile and requirements of the job.

