

DUODAY

Company name : AGENCE POUR LE DÉVELOPPEMENT DE L'EMPLOI (ADEM)

Activity sector : Administration publique

Company category : Secteur Public

Description of the action

For the second time, ADEM organised the DUOday action in May 2019, an initiative aimed at raising disability awareness in companies.

Context

Created in 2008 in Ireland, the DUOday concept aims to raise awareness of disability issues among businesses. Taken up by Belgium, France, Sweden, the Netherlands and Luxembourg, the organisations initiating this event wish to transform DUOday into European action.

Approach

Businesses open their doors to a person with a disability. A volunteer employee then creates a DUO with this person in order to allow him or her to actively participate in his or her usual professional tasks and/or to observe his or her work.

Objectives

One of DUOday's objectives is to convince employers of the skills, performance and autonomy of disabled workers.

Impact

In all, more than 10 partner companies welcomed people with disabilities who followed a volunteer employee during his or her working day, and 28 candidates with disabilities were able to benefit from this action. Two hirings were finalized following one of these days.

« To do »

- Invite and sensitize companies in a user-friendly way. Moreover, a thank-you drink with the presence of the Minister of Labour and Employment is organised one month after the event.
- Organise this type of event once a year.

« Not to do »

- Do not select too many participants in order to be able to follow the day of all participants in an organized way.