

Luxembourg, May 7, 2020

PRESS RELEASE

**IMS presents its (Handi)Cap'Emploi e-Book
Advice and good practices on the theme of disability in the workplace**

Advice and good practices on the theme of disability in the workplace

10 companies and 2 associations were mobilized to discuss their experiences and challenges regarding the inclusion of people with disabilities within an organization. The e-Book (Handi)Cap'Emploi is the result of these fruitful exchanges and offers ideas and solutions to employers wishing to advance the inclusion of people with disabilities in the labor market.

(Handi)Cap'Emploi is a project co-financed by the European Social Fund (ESF), which aims to raise awareness at a national level among economic actors on the subject of disability. It thus participates in the modernization of the world of work and civil society in general.

Based on the observation that employers often lack information concerning the inclusion of employees with disabilities, but that signatories of the Diversity Charter show an interest in recruiting such profiles, IMS proposed to voluntary organizations to look into the subject by continuing the (Handi)Cap'Emploi project, initiated in 2015.

12 organizations involved

In collaboration with the Ministry of Labour, Employment and the Social and Solidarity Economy and the Ministry of the Family, Integration and the Greater Region, the project brought together the following organizations in an inter-company working group: ALD Automotive, BEI, BIL, CGI, Deloitte, Hogan Lovells, Post, Sodexo, Ville de Luxembourg, Ville de Differdange, Info-Handicap, and Coopérations.

8 workshops in one year

During the workshops, the participating organizations began to reflect on an inclusive vision of disability in the workplace.

They discussed the challenges that may be associated with it. Each positioned itself on one or more themes: sourcing, the role of management, and the work team, job retention, and returned to work, as well as performance and productivity.

For the project, the organizations shared their own good practices and reflected on ways forward. They also chose a project to test it internally, setting up project sheets.

The results of this working group can be found in the e-Book (Handi)Cap'Emploi, which has been published on the IMS website: <https://chartediversite.lu/fr/projects/handicap-emploi>.

IMS – Inspiring More Sustainability

Luxembourg's leading network for Corporate Responsibility

A catalyst for social innovation, IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies active in Corporate Social Responsibility (CSR) for over ten 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). To do this, IMS provides expertise (publications), concrete solutions, awareness, and information (campaigns, forums, training, clubs, workshops...).

This network represents 16% of Luxembourg's payroll and is the national representative of the European organization CSR Europe. IMS is an independent, non-political, and non-profit organization.

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