

## Implementation of an “employment inclusion assistance activity”

The Act of 1 August 2019 created an **employment inclusion assistance activity** to train people who work with employees with disabilities or who are in external deployment in line with their disability or reduced work capacity. This new act will enter into force on 1 February 2020.

More specifically, the purpose of this assistance will be to supervise and promote the integration of employees with disabilities and those in external deployment on the labour market through advice and support adapted to their needs.

This activity will be carried out by one person, in a self-employed capacity or as an employee of an assistance service, subject to prior ministerial approval.

The assistance activity comprises in particular:

- An assessment of the work situation;
- A description of the employee’s specific problems and needs at his or her workplace;
- The identification of the needs of the employer and the company’s staff.

To be eligible for such assistance, the employee with disabilities or on external deployment must meet one of the following conditions:

- Be hired by an employer in the private sector under a support measure for employment;
- Be hired by the employer under an employment contract.

To obtain this assistance, an application must be filed jointly with the Director of the ADEM [Luxembourg Employment Office] by the employee, the employer and the assistant or the assistance service. If the application is approved, the assistant or the assistance service will have to submit an **individualized inclusion plan** to the Director of the ADEM, the employee and the employer within a month of approval being notified. This plan must contain a detailed work programme with a schedule of actions to be carried out, specifying the number of hours, duration and frequency of the assistance. Once endorsed by the employee and his or her employer, the plan will be subjected to the Director of the ADEM for approval. If the plan is approved the parties will have to conclude a **cooperation agreement**.



The consent of the Director of the ADEM means that the Employment Fund can pay for the work of the assistant or the assistance service for the number of hours and duration provided in the individualized inclusion plan, with a maximum of:

- 150 hours for an ADEM contract or measure for employment of at least 12 months, but less than 18 months.
- 225 hours for an ADEM contract or measure for employment of at least 18 months, but less than 24 months.
- 300 hours for an ADEM contract or measure for employment of at least 24 months.

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