**Disability:IN Global Directory**

**Luxembourg**

Disability Definition

"Persons with disabilities are persons with physical, mental, intellectual or sensory relationships whose interaction with various barriers can impede their full and effective participation in society on the basis of equality with others."

Reference: [A - N° 169 / 9 août 2011 (un.org)](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Luxembourg_Rights-of-Persons-with-Disabilities-2011.pdf)

Legislation

[Law No. 169 of 28 July 2011 on The Rights of Persons with Disabilities](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Luxembourg_Rights-of-Persons-with-Disabilities-2011.pdf) endorses the (NY, 2006) Convention on the Rights of Persons with Disabilities to "to promote, protect and ensure the full and equal enjoyment of all rights. human rights and all fundamental freedoms by persons with disabilities and to promote respect for human rights and fundamental freedoms of their intrinsic dignity.”

Employer Requirements

"The Employment Code clearly states that every business with more than 25 employees must have a certain number of disabled employees. However, none of the companies with more than 300 employees respected the Employment Code in 2014, as not one company achieved the quota of 4%.

Smaller (25 to 49 employees) and medium-sized (50 to 299 employees) businesses were not much ahead of the larger companies, as only 5% and 10% respectively achieved their quotas. However, this may not necessarily be the fault of the companies in question."

Reference: [RTL Today - Disability quotas: Do businesses in Luxembourg respect or need disability quotas?](https://today.rtl.lu/news/luxembourg/a/1310578.html)

Accessibility Requirements

The [Law of 7 January 2022](https://gouvernement.lu/en/actualites/toutes_actualites.gouv_mfamigr%2Ben%2Bactualites%2B2022%2Bloi.html) on the accessibility to all of places open to the public, public roads and collective housing buildings provides several levers to remedy these difficulties, for instance:

Accessibility requirements are no longer limited to places open to the public in the public domain, but will henceforth have to be applied to any place for collective use, public or private.

10% of dwellings will have to meet additional requirements in order to achieve a gradual increase in the number of dwellings adaptable to the needs of disabled people.

The introduction of the concept of solutions of equivalent effect to provide flexibility in the regulations and to allow for innovative and creative technical solutions in places open to the public.

The creation of an Accessibility Advisory Council, whose mission is to issue opinions on requests for exemptions and solutions of equivalent effect.

The introduction of penal sanctions in the event of work that does not comply with the requirements or in the event of refusal to bring an existing property into compliance.

Cultural Norms

"According to a 2019 report from the Centre for Equal Treatment (Centre pour l'égalité de traitement CET), the most common type of discrimination in the country is against people with disabilities. In 2019, it was found that 25 percent of discrimination cases were due to discrimination against people with disabilities."

Reference: [Report: Disability discrimination remains most-widely reported | Delano News](https://delano.lu/article/delano_report-disability-discrimination-remains-most-widely-reported)

Insights

The employment rate for persons with disabilities in Luxembourg of 51.1 % in 2018, compared to 70.1 % for other persons and approximately 0.3 points above the EU27 average.

Unemployment rates of 13.4 % and 6.2 %, respectively in 2018 (see Tables 5-7) and the economic activity rate for persons with disabilities in Luxembourg was 59.0 %, compared to 74.7 % for other persons (see Tables 8-10). These indications are broken down by gender and age in the respective tables in annex.

Reference: [KE-02-21-339-EN-N.pdf (uni.lu)](https://orbilu.uni.lu/bitstream/10993/50115/1/KE-02-21-339-EN-N.pdf)

Supplier Diversity

[Modes d’Emploi](https://www.modedemploiasbl.be/nos-valeurs/) contains resources and strategies to support the social and professional integration of women’s autonomy.

Talent Sourcing Resources

[ADEM](https://adem.gouvernement.lu/en.html): The National Employment Agency provides guidance for jobseekers and employers and distribute applications for disabled worker status.

Additional Resources

[ADAPTH](https://www.adapth.lu/j4/) – A “design for all” consulting firm that assists building professionals when carrying out construction or renovation projects that are accessible to everyone and in particular to people with reduced mobility.

[Luxembourg National Disability Council](https://mfsva.gouvernement.lu/en/le-ministere/attributions/personnes-handicapees/organismes-consultatifs/conseil-national-des-personnes-handicapees-cnph.html) – They have been approved as a continuing vocational training center by the Ministry of National Education and Vocational Training.

References

Additional content coming soon.

NGOs

Additional content coming soon.