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## The Essentials of Belonging

*Research on the inclusion of people with disabilities at work*

Gemma van Ruitenbeek, Philippe Nelissen, Katharina Vornholt



Faculty of Psychology and Neuroscience

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## Work as a catalyst of belonging...

Work is needed to

- earn a living
- to give a time structure, a collective purpose, social contact, status and activity (Jahoda, 1981)

→ Work helps to sustain mental health and well-being and can therefore be considered a catalyst of belonging.

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## The labor market situation of people with disabilities

80 million Europeans with disabilities  
→ 15% of the whole population

Employment rate of 44% (compared to 75% of non-disabled people)

- Many part-timers
- Lower incomes

Inactivity rate 2.5 times higher than for people without disability

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## Research on the integration of people with disabilities in the labor market

- Hiring and retaining
- Barriers and enablers to workplace inclusion
- The supply side perspective

+ Huge variety of topics, more and more researchers get involved

- Focus is often on people with physical disabilities

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## Research at Maastricht University

### Chair "Inclusive Organizations"

- Funded by Atlant Groep
- Prof. Dr. Frans J. N. Nijhuis
- Research on organizational, team and individual level
- Focus on people with mental, developmental, psychological, and learning impairments



### Current projects

- Inclusive climate
- Assessing competences of people with disabilities
- Re-structuring work processes and creating new functions
- Interpersonal relationships between employees with and without disabilities

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## Today's symposium

Experiences with the method "Inclusive redesign of work processes" (Gemma van Ruitenbeek)

Acceptance of people with disabilities at work (Katharina Vornholt)

The building blocks of an inclusive climate (Philippe Nelissen)

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