



The law of February 11, 2005

Looks and perspectives
after 20 years of action

JUNE 2025

TABLE OF CONTENTS

Editorial	P. 4
Foreword	P. 6
Key dates for employment and citizenship for people with disabilities	P. 8
① Comparative views: three ministers responsible for employment of people with disabilities	P. 10
② The 2005 law: from major objectives to the 2005 implementation	P. 13
③ 2005 Law: Employment of Individuals in situation of handicap	P. 24
④ Comparative views: from experts	P. 33
⑤ Comparative views: from employment stakeholders	P. 37
2005–2025 :Employment of people with disabilities	P. 44



CHRISTIAN PLOTON
President of Agefiph

20 years after the February 11 2005 law : strengthening our commitment for a fully inclusive society

Twenty years ago, the law of February 11, 2005, marked a historic turning point in the recognition of the rights of people with disabilities. It charted an ambitious path: that of a more accessible, fairer, and more inclusive society.

Since that founding date, Agefiph has been, and remains, at the heart of this collective commitment. Two decades of continuous action for the employment of people with disabilities have enabled us to achieve major milestones. The data we are presenting today bears witness to this: progress is real, and employment dynamics are part of a favorable trend. These results are the fruit of the determined mobilization of all employment stakeholders, businesses, and our partners, whom I would like to salute here.

But our environment has evolved, and the challenges have changed. The population with disabilities is now larger and more diverse in its profiles, expectations, and needs. Maintaining employment, ensuring accessible work environments, and adapting career paths have become major concerns to ensure sustainable integration that respects each individual's unique path.

In the face of these transformations, our responsibility is clear: we must continue to act, anticipate, and bring support. Agefiph is committed to expanding access to common law resources and better mobilizing them for the benefit of all. We are committed to contributing, alongside all of our partners, to a society where everyone, regardless of their situation, can fully exercise their rights and participate in economic life.

In this anniversary year, we want to reaffirm our commitment. Inclusion cannot be achieved with executive orders; it is built, day after day, through encounters, sharing, and action. More than ever, Agefiph stands up for those who make this ambition a reality.



**FRANÇOISE
DESCAMPS-CROSNIER**
President of FIPHFP

Real equality is a right we have to live out together

Twenty years ago, the law of February 11, 2005 set out a strong ambition: to guarantee equal rights and opportunities, participation, and citizenship for people with disabilities.

Yet, despite significant progress, it is clear that these objectives have not been fully achieved. Disability remains a barrier to the career paths of employees with disabilities: all too often, even with equal skills, people with disabilities must overcome an additional obstacle to access employment, maintain employment, and advance professionally. This barrier reflects a societal outlook that has not sufficiently evolved. It is not enough to adapt workstations or implement measures; perceptions must also change.

The civil service is experiencing a positive and encouraging momentum. The employment rate of workers with disabilities currently stands at 5.93%. But behind this figure lies considerable heterogeneity between sectors, and even within each sector. We therefore still have a long way to go to make disability a fully integrated issue, both in practice and in people's minds.

This publication, "Looking Back at 20 Years of Action and Prospects," invites us to take a clear-eyed look back at twenty years of action. But above all, it is an invitation to look ahead: to change mindsets, strengthen support for employers, and enable everyone to fully express their talents. True equality cannot be a promise that is constantly postponed. It is a fundamental right that must be lived out, together.

The FIPHFP, together with public employers and their partners, is carrying this collective, strong and ambitious message for the inclusion of people with disabilities in employment.



Astrid Panosyan-Bouvet
Minister of Labor and Employment

There is a place for everyone in the job market.

This is my strong personal conviction, and the law of February 11th 2005 set up an ambition and principles which continue to guide the Government's action.

The employment of people with disabilities is progressing, and the momentum continues. The merger between Cap emploi and France Travail, completed in 2022, was a major step forward. The National Conference on Disability two years ago, followed by the Full Employment Act, provided new impetus to truly give people all possible opportunities in mainstream employment, through better support toward and within employment, better coordination between stakeholders, and access to appropriate training, appropriate equipment, and facilities.

But we must continue and increase our efforts: employment is growing, but it is still behind many of our European neighbors and the general population. This is why we remain fully committed. This is a priority I pay particular attention to, at each National Employment Committee meeting, which brings together national stakeholders in employment and training.

More and more companies are becoming aware of the challenge of recruiting and retaining people with disabilities, as well as the challenge of supporting their employees in the task of disability recognition. We must be there to offer them as much ease as possible when they need support or a service. The issue of job retention is essential because 85% of disabilities are acquired over the course of a lifetime. It is closely linked to the issue of professional burnout and careers.

"I'm proud of who I am," I heard a young employee with a disability say a few months ago. Spreading this pride is what my commitment is all about. You can count on my determination.



Laurent Marcangeli
Minister of Public Action, Civil Service
and Simplification

In France, one in five people has a disability.

12.8 million of our fellow citizens are directly affected. In more than 80% of cases, these disabilities are invisible, and more than 8 out of 10 times, they occur during a person's lifetime.

This shows the extent to which society as a whole is affected.

A few months ago, we celebrated the 20th anniversary of the law of February 11, 2005, on equal rights and opportunities, participation, and citizenship for people with disabilities. This text, let us recall, has enabled major progress. Thanks to it, the employment rate of people with disabilities in the civil service has increased from 3.5% in 2005 to 5.93% in 2024, a near doubling in two decades.

But let's be clear: we still have a long way to go to get over the 6% mark, both in each of the three branches of the Civil Service and for all job categories. While the territorial and hospital civil services are already well underway in implementing this policy, the same cannot be said for the State Civil Service, which is still lagging behind. The employment rate of people with disabilities stands there at 4.86%.

This discrepancy can be explained by the type of recruitment carried out: the State Civil Service attracts more highly qualified candidates. Yet, to date, this is a pool in which people with disabilities remain underrepresented.

Our priority therefore is to push our efforts to strengthen access to training for this group. Specifically, we must make it easier for people with disabilities to access public service schools by developing more partnerships with specialized public education institutions and universities.

Changing mindsets is also essential, particularly to fight against self-censorship. This is what the whole Handi'Talents program we launched this year is all about, as it aims at removing barriers to the career advancement of public sector employees with disabilities.

Finally, I would like to commend the work undertaken with the Fund for the Integration of Disabled People into the Civil Service (FIPHFP) to promote greater accessibility to digital tools. Raising awareness of this issue among public officials is essential to ensure the deployment of appropriate digital tools.

These measures should allow us to share a clear message: in the Civil Service, not only is it possible to build an ambitious career while living with a disability, but this diversity also constitutes a real asset for our administrations. I am absolutely convinced of this and, with the Minister Charlotte Parmentier-Lecoq and my colleagues in the Government, I shall guarantee it.

Key dates for employment and citizenship for people with disabilities

1975

Orientation law in favor of people with disabilities

- Marks the transition between assistance and solidarity; it covers all dimensions of life.
- Establishes the concept of maintaining everyday environment whenever possible.
- Foundation of the Cotorep (predecessor of the MDPH) and the Reclassification preparation and follow-up teams (predecessor –inpart– of the Cap emploi)
- Requires employment in both the private and public sectors.

1987

Law of July 10, 1987 in favor of the employment of disabled people

- Requires companies with 20 or more employees to hire at least 6% disabled workers. This is known as the Obligation to Employ Disabled Workers (OETH).
- Drives the creation of Agefiph.

2002

Law of January 2, 2002 renewing social and medico-social action.

- Defines and structures social and medico-social actions intended to promote the autonomy and protection of individuals, social cohesion, the exercise of citizenship, to prevent exclusions and to correct their effects.

2005

Law of February 11, 2005 for equal rights and opportunities, participation and citizenship of people with disabilities.

- Provides a definition of disability for the first time
- Imposes a principle of equality in all areas, including employment
- Supports the creation of the Fund for the Integration of People with Disabilities into the Civil Service (FIPHFP) and the establishment of Departmental Houses for People with Disabilities (MDPH).

2006

The new Convention on the Rights of Persons with Disabilities was adopted by the UN. France ratified it on 18 February 2010.

- Takes the various human rights laws and transposes them to the situation of people with disabilities in terms of civil, economic, political, social and cultural rights.
- Promotes a rights-based approach.

2016

Law of August 8, 2016 relating to work, the modernization of social dialogue and the securing of professional careers.

- Creates supported employment.

2018

Law of September 5, 2018 for the freedom to choose one's professional future.

- Initiates the reform of the OETH which comes into force in 2020. All employers, including those with fewer than 20 employees/agents, now declare their action in favor of the employment of disabled people through the nominative social declaration..
- Limits to 6 years (3 years renewable once) the duration of approved disability agreements.
- Requires companies with at least 250 employees to appoint a disability.

2023

Law of December 18, 2023 for full employment.

- Aims to facilitate the employment of people with disabilities in mainstream businesses. A specific fixed-term contract known as a "springboard" aimed at supporting the professional transitions of disabled workers within adapted businesses is enshrined in law.

And also:

- national disability conferences
- interministerial disability councils
- followed roadmaps



1

COMPARATIVE VIEWS: THREE MINISTERS RESPONSIBLE FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES



MARIE-ANNE MONTCHAMP
Secretary of State for
People with Disabilities from
2004 to 2005 and Secretary
of State to the Minister
of Solidarity and Social
Cohesion from 2010 to 2012

Law of February 11 2005, the challenge of citizenship

The impetus that President Jacques Chirac gave to the reform of disability policy was significant. It carried a mandate intended to transform French society by affirming the full citizenship of people living with disabilities.

This challenge was based on the observation of the marginalization of our fellow citizens who experience discrimination because of their disability. Expressions such as "an obstacle course" or "inequality of opportunity" are the expressions being used by individuals and their loved ones to describe this social reality.

The law has set itself several objectives: to broaden the scope of application of previous texts by recognizing in particular cognitive

and psychological disabilities. **Affirm the right to a project** to underpin the right to compensation, **define the contingent nature of the situation of disability** to affirm the obligation to provide universal accessibility to the city, **implement principles of positive discrimination in the field of employment** to encourage economic actors to make up for lost time and an abnormally high unemployment rate.

It is clear that the administrative translation of these principles has led to a restriction of their scope, sometimes leading to the creation of ambiguities in the interpretation of the spirit of the law. These are sometimes persistent in matters of schooling or for the implementation of the right to compensation. There are even areas, such as accessibility for all, where collective renunciations must be acknowledged.

I believe very deeply that, even if we can understand the complexities, deviating from the spirit of the law or abandoning the principles that structure it, would constitute a worrying step backwards for individuals and, more broadly, for our republican pact.

Nonetheless, progress has been considerable, and this must be highlighted, particularly in the field of employment and, more broadly, career paths. This approach has led to remarkable and lasting stakeholder involvement through social dialogue, contractualization, and organizational innovation.

This is what should allow us to collectively affirm that the objectives set by the 2005 legislator are achievable, subject to their adaptation to new challenges and that this gives rise to new ambitions based on the affirmation of equality of rights, opportunities, participation and citizenship. »



SOPHIE CLUZEL
Secretary of State
for People
with Disabilities from
2017 to 2022

20 years after the 2005 law: transforming ambition into economic and social reality

The law of February 11, 2005 represented a major step forward: recognizing disability as a societal issue and no longer solely

a medical and social matter. It affirmed the right to compensation and universal accessibility, particularly in the field of employment. Twenty years later, attitudes have evolved, as have commitments—but the path toward full professional inclusion remains to be consolidated.

As Minister for People with Disabilities from 2017 to 2022, I made access to employment a central lever for emancipation. The reform of the OETH (Employment and Employment Institute) in the law "For the Freedom to Choose One's Professional Future" strengthened the direct responsibility of employers while modernizing tools. As a result, unemployment among people with disabilities decreased by seven percents, from 19% to 12% in five years. But this decrease is primarily the result of a cultural change driven by companies.

In 20 years, the number of people
personnes with disabilities
in employment passed from

500 000
to more than
1 200 000

We have built coalitions of committed stakeholders, such as the Manifesto for Inclusion, signed by more than 140 companies, and the DuoDay movement, which has become a key annual opportunity for gatherings, pride, and mutual recognition. Throughout my career, whether in government, in the community, or in business, I have always seen that when we leverage each other's talents, we create not only inclusion but also collective performance.

For the next twenty years, my conviction is clear: we must move from inclusion as a voluntary approach to inclusion as a transformation strategy. This requires a policy of investment: in training, digital accessibility, inclusive management, and responsible governance. The 2005 law paved the way; it's up to us to ensure that it sustainably permeates the economy and practices. »



**CHARLOTTE
PARMENTIER LECOCQ**
Minister Delegate for
Autonomy and Disability
since September 2024

From recognition of rights to professional inclusion

Twenty years ago, a law was enacted, the result of joint work with many civil society actors: the law of February 11, 2005 for Equal Rights and

Opportunities,
Participation, and
Citizenship for People

with Disabilities. This law was a necessary step toward a more just society, thirty years after the Law of June 30, 1975, on the Orientation of People with Disabilities, the first legislative step toward recognizing the rights of our fellow citizens with disabilities.

This law aimed in particular to promote job retention and professional integration. It defined the guaranteed remuneration for disabled workers and enshrined in the Labor Code the transformation of workstations and the adjustment of working hours. It also extended the obligation to employ disabled workers to the civil service and initiated a reorganization of work assistance institutions and services.

Through these measures, this law aimed to lay the foundations for a professional world that is more respectful of the rights and aspirations of all.

Over the past twenty years, the unemployment rate for people with disabilities has declined, thanks to an improving economic situation but also to significant structural measures. However, not all employers are yet complying with their employment obligations. We must continue to move forward so that everyone can find their place in the professional world.

Many challenges lie ahead of us today. We must seize the opportunity of this legislative anniversary to mark new milestones in

professional inclusion. With the Minister of Labor and Employment, we have an ambitious vision and are actively working with the public employment service to achieve concrete improvements. We want to streamline career paths to enable transitions between supported employment and mainstream employment, and encourage the possibility of diversified careers that match individual aspirations. These developments are before us and will benefit everyone. »

**We must continue to move
forward so that everyone
can find their place in the
professional world.**

2

THE 2005 LAW: FROM MAJOR OBJECTIVES TO IMPLEMENTATION

Thirty years after the 1975 Orientation Act for Persons with Disabilities, the Act of February 11, 2005, on Equal Rights and Opportunities, Participation, and Citizenship for Persons with Disabilities, marked a significant step in the recognition of the rights of persons with disabilities in France. It laid the foundations for a more inclusive society and defined a legal framework to guarantee equal rights, consistent with the vision of the place of persons with disabilities in society embodied in UN and European Union texts.

It focused on four main themes: disability compensation rights, the obligation of accessibility, school for all and the professional integration of people with disabilities.

The main objectives of this law, which affected all sectors of daily life (education, broadcasting, transportation, employment, etc.), were to:

- Fight against all forms of discrimination against people with disabilities.
- Promote the autonomy and social participation of people with disabilities.
- Guarantee the accessibility of services and places open to the public.
- Promote the employment of people with disabilities.



PHILIPPE BAS
Member of the
Constitutional Council,
Minister of Social
Security, the Elderly, the
Disabled and the Family
(2005-2007)

The imprint of a will: that of Jacques Chirac

Asked in 2002 during his traditional July 14 interview about what the "major projects" of his new term would be, President Jacques Chirac, instead of responding by announcing major projects as several of his predecessors had successfully done,

announced that his most important projects would be to fight cancer, reduce the number of road deaths, and profoundly change the lives and place in society of people with disabilities.

This impactful project of his five-year term mobilized his energy for five years, during which he personally provided the impetus for legislative work and its implementation, while significantly increasing the resources allocated to the cause of disability through social security and through the Solidarity Day for the Independence of Elderly and Disabled People: a day of free work, the proceeds of which are allocated to the National Solidarity Fund for Independence.

It was he who ensured that the right to disability compensation was given its concrete dimension through the law of 11 February 2005, the title of which reflects its ambition: "for equality of rights and opportunities, participation and citizenship of disabled people."

In 1975, he also attached his name as Prime Minister to two laws on disability and the medical-social sector, and again in 1987 to the law on the employment of disabled people (which led to the creation of Agefiph, under the leadership of the esteemed and late Paulette Hofman).

It can be said without risk of contradiction that among the great political leaders of the

late 20th and early 21st centuries, Jacques Chirac was responsible for the most significant advances in favor of people with disabilities. He was also the founder, in 1967, of the "Limousin Educational Centers," which still welcome hundreds of people with profound disabilities today.

I witnessed his exceptional sensitivity toward people with disabilities, whom he always approached with a spontaneous attitude of respect, equality, and fraternity, without condescending compassion.

He fully recognized each person as equal to the other in their difference.

Today, we can be pleased to see what French society as a whole owes to the 2005 law. It has made it possible to integrate disability-related issues into all aspects of social, educational, economic, and political life. All public policies, from housing to transportation, from training to employment, including access to sports and culture, now include a dimension of participation for people with disabilities.

The 2005 law contributed to changing our urban living environment, our buildings, and our infrastructure for the benefit of all. It also changed the way the French people view society. We understand better today: the participation of people with disabilities in society benefits everyone, whether disabled or not, because it makes society more humane and harmonious, open to all, and attentive to the needs of each individual to restore equality of opportunity. It is now the abilities of individuals that must be taken into account, not their disabilities. And

it is the overcoming of each individual's limitations that must be sought, not the resignation to confinement within their disability that the reassuring assistance solutions of the past often assumed, in both their excesses and their shortcomings.

I would like to commend the efforts made by the national education system, town halls, businesses and administrations, as well as the medical and social sector, to ensure that the principles of the law gradually become a reality.

Today, the effort must not slacken; the progress made thanks to the law must continue, particularly in the area of employment. There is still so much to do. Every generation has to start all over again!

Training people with disabilities, supporting them in finding employment, and adapting their professional lives to the progression of their disability remain essential challenges to be addressed, as does access to an increasingly independent life, with the services and material adjustments it may require.

But the foundations laid in 2005 are solid. They paved the way for profound social transformations that have revolutionized our understanding and approach to disability and given hope to many of our fellow citizens and their loved ones »

The participation of people with disabilities in the life of society is for the benefit of all, whether disabled or not.

A definition of disability

For the first time, the law introduces a definition of disability:

"A disability is any limitation of activity or restriction of participation in society experienced by a person in their environment due to a substantial, lasting, or permanent impairment of one or more physical, sensory, mental, cognitive, or psychological functions, a multiple disability, or a disabling health condition ».

The law has abandoned a strictly medical approach to disability. It is now defined as a restriction of social participation resulting from the interaction between a limitation of activity, resulting from a health problem, and environmental obstacles.

Towards a social model of disability adopted by European and international institutions

This approach to disability, recognized by the 2005 law, is part of a genuine policy in favor of equal opportunities for people with disabilities both at European and international level.

In 2001, the World Health Organization adopted the International Classification of Functioning, Disability, and Health. This classification was designed to take into account the social environment and thus overcome the limitations of a specifically medical approach. Considering individual and environmental factors in a complementary manner, it distinguishes three levels of observation: impairments, functional limitations (physical, cognitive), and restrictions in daily life.

Disability is now defined as a restriction in social participation resulting from the interaction between an activity limitation, due to a health problem, and environmental barriers.

The European Union's Charter of Fundamental Rights, the European Disability Strategy (2010–2020), and the United Nations Convention on the Rights of Persons with Disabilities have all adopted an approach based on the "social" model of disability. This approach abandons the concept of individual disability in favor of society's ability to ensure equal access in various areas of daily life.

France signed the United Nations Convention on March 30, 2007, and ratified it on February 18, 2010.



**ANOUSHEH
KARVAR**
Government
Delegate to the ILO
and the G7–G20
Work-Employment

Professional inclusion of people with disabilities: a global issue and a shared priority

I am happy, in my capacity as French Government Delegate to the International Labour Organization (ILO), to share some thoughts on the issue of the professional integration of people

with disabilities, from a global perspective.

The ILO is a specialized tripartite UN agency that brings together governments, workers' and employers' organizations to work and make decisions. It has long had a vision and tools to defend the rights of people with disabilities in the world of work.

In a study published in 2024, the ILO estimates that:

- **people with disabilities represent 1.3 billion people**, or almost one sixth of the world's population;
- **with only 3 out of 10 people with disabilities active in the labor market**, their overall participation rate remains very low;
- **disabled people who work are paid 12% less than other employees on average.**

Faced with these challenges, the ILO uses two types of levers..

1. International labour standards

The reference texts are:

- The Convention No. 159 (1983) on Vocational Rehabilitation and Employment of Disabled Persons, ratified by France in 1989, which commits States to promoting equality of opportunity and treatment.
- The Recommendation No. 168 (1983) which complements it.

2. Targeted programs and initiatives

- The ILO Disability Inclusion Strategy 2024–2027, which emphasizes equal opportunities in vocational training and employment. It includes a commitment by the Organization to be an "exemplary employer".
- The Global Network and the "Business and Disability" Charter for Employer Engagement.
- Support for national policies for the development of inclusive legislation and measures.

Through these actions, the ILO plays a key role in promoting a more inclusive labour market for people with disabilities. »

A general principle of non-discrimination

The 2005 Disability Act established the principle of non-discrimination in access to and retention of employment for people with disabilities.

To this end, incentive measures aimed at promoting integration into the mainstream workplace have been implemented: extending the scope of the employment obligation to the public sector and creating the FIPHFP (French National Fund for the Protection of the Public Sector), adjusting companies' contributions

to the Agefiph (French National Fund for the Protection of the Public Sector), adapting workstations and working hours, etc. Despite the progress made by the law and awareness-raising efforts regarding disability, the perception of disability by French society, and businesses in particular, remains highly stereotypical, leading to discrimination that is still all too common. This is also evidenced by the annual reports of the Defender of Rights.

1 – To learn more, see the Agefiph Ifop 2024 Barometer on the perception of employment among people with disabilities



CLAIRE HÉDON
Defender of Rights

The law exists but discrimination persists

For several years, disability has been the primary reason for referral to the Defender of Rights in matters of discrimination and

employment is the primary area in which this discrimination is practiced. Several factors contribute to fueling this discrimination, and in particular, employers' prejudices about the level of skills of people with disabilities, their capacity and their aptitude to perform a job.

Among these complaints, and this is a constant, 80% concern career advancement and job retention. In most cases, we note a failure by the employer to comply with the reasonable accommodation obligation established by the law of February 11, 2005.

Since 2005, in fact, all employers, private and public, are required, regardless of their workforce, to an obligation of "reasonable accommodation" with regard to disabled workers. This means that any employer is legally required to take appropriate measures to enable disabled workers to access,

maintain, or advance in employment that matches their qualifications. An employer's refusal to take such measures constitutes discrimination unless it can be demonstrated that they constitute a disproportionate burden for the employer.

By providing employers with access to the necessary support to implement these adjustments, Agefiph and Fiphfp play a key role in implementing this system..

But twenty years later, the law is still not being respected. This has the consequence of significantly hindering access to employment, as well as career advancement and job retention for people with disabilities. Although essential to ensuring equal treatment for them, the obligation to provide reasonable accommodation still lacks recognition among those responsible for implementing it. We therefore recommend promoting best practices in this area and developing information and awareness-raising initiatives for employers and other stakeholders involved in professional integration. »

A new institutional mechanism

The law establishes a new institutional framework consisting of departmental homes for people with disabilities (MDPH) and commissions for the rights and autonomy of people with disabilities (CDAPH).

The MDPHs were created in each department to provide a single point of access to rights and benefits, as well as all support options for accessing training, employment, and referrals to institutions and services.

They meet the needs for proximity and administrative simplification expressed by disabled people and families. They are placed under the responsibility of the General Council both administratively and financially..

They also operate the CDAPHs, which take decisions regarding a person's rights (guidance, allocation of benefits) based on the assessment carried out by the MDPH's multidisciplinary team and the wishes expressed by the disabled person regarding their life plan.



A right to compensation enshrined

Compensation consists of meeting the needs of the disabled person, whether it concerns early childhood care, schooling, teaching, professional integration, home adjustments or work environment necessary for the full exercise of their citizenship and their capacity for autonomy..

The 2005 law enshrines the principle of the right to compensation for disabled people in order to “cope with the consequences of their disability in their daily lives.” The Disability Compensation Benefit (PCH) aims to cover additional costs related to disability (funding for home help, medical equipment, renovations, etc.). Within the MDPHs, the Commissions for the Rights and Autonomy of Disabled People (CDAPH), created by the 2005 law, assess the disability level of the disabled person and award the disability compensation benefit.



MAÉLIG LE BAYON
Director of the CNSA

MDPHs at the heart of professional inclusion

The law of February 11, 2005 marked a paradigm shift in society's view of people in situations of disability. It established two

major concepts: accessibility and disability compensation. It is also the founding act of the Departmental Houses for Disabled People (MDPH), which CNSA teams support daily in carrying out their missions. The MDPHs play a central role through the granting of recognition of disabled worker status (RQTH). **Thus, from 830,000 beneficiaries in 2008, the number of RQTH beneficiaries has increased to 2.8 million by 2023.**

Since their inception, the MDPH organization has always included expertise in the field of employment and professional integration. Thus, each MDPH employs a professional

integration advisor who, in addition to providing insight into user requests, helps to boost the local employment partnership with the main stakeholders involved: public employment services and adult medical-social establishments and services (ESMS) working in the field of professional integration. These stakeholders meet regularly within the MDPH's multidisciplinary teams to propose coordinated responses to user needs. The professional integration advisor is also the MDPH's contact for the Fiphfp and Agefiph delegations. The CNSA (National Commission for Social Affairs) is the national guarantor of the framework for these partnerships.

The Full Employment Act aims to redefine the scope of the various stakeholders involved in the field of employment for people with disabilities by restoring a prominent role to the public employment service, spearheaded by France Travail. As part of the inclusive approach, it aims to consider job seekers with disabilities as job seekers first and then as people with disabilities.

This new paradigm redefines the partnership between the public employment service and the MDPH and implies greater cooperation with new interconnected information systems in order to offer better quality of services and a better way to meet needs in the future. The CNSA, as the manager of the autonomy branch, will contribute to this strengthened cooperation. »

Universal accessibility

One of the main objectives of the law is to allow all disabled people to have independent access to:

- public spaces;
- transportation;
- buildings;
- public and private services;
- digital services.

The principle of accessibility is understood by law in the broadest sense, taking into account all types of disabilities and providing people with disabilities with modernized and accessible services that enable them to carry out necessary administrative procedures.



ISABELLE SAURAT
Interministerial
Delegate for
Accessibility

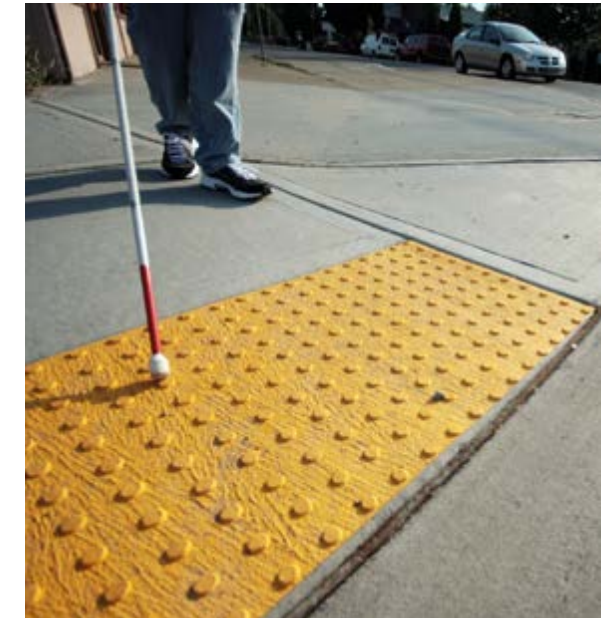
Rethinking work for all: an imperative for inclusion that meets today's challenges

Twenty years after the Disability Act, progress has been made in employment, but it remains insufficient. The

challenge is growing with the arrival of young graduates with disabilities on the job market, and maintaining employment is a key issue.

My experience in integrating people with disabilities into the workforce is primarily, due to my career, in the civil service. When I was Secretary General of the Ministry of the Armed Forces, I signed an agreement with the Atypie Friendly association, facilitating the recruitment of people with disabilities. This initiative shows that a proactive approach can remove barriers to employment and illustrates the French government's ability to innovate in terms of inclusion.

Beyond recruitment, it is essential to rethink workspaces as a whole. This involves both meeting accessibility standards and



integrating everyone's needs into the design of buildings and digital tools: workstation layouts as required by Agefiph, but also social spaces, catering, meetings, and more.

Digital accessibility is also an essential lever. It must mobilize well-trained professionals. For accessibility advisors in organizations, I suggest the university degree in digital accessibility at the University of La Réunion, which strengthens skills in digital inclusion.

We must also provide access to all useful information to job seekers and workers with disabilities: access to information is crucial. **The European Directive 2023/970, transposed into French law by 2026, will guarantee people with disabilities appropriate access to information on equal pay. It will contribute to greater transparency and enhanced inclusion.**

By focusing on training, innovation and accessibility, we are building a society where everyone can find their place. »



Employment, accessibility: people with disabilities speak out



JÉRÉMIE BOROY
President
of the National
Consultative Council
for People with
Disabilities (CNCPH)

Equal opportunities require real accessibility.

The law of February 11, 2005, on Equal Rights and Opportunities, Participation, and Citizenship for People with Disabilities, has undoubtedly shifted the tide.

It confirmed and reinforced the objectives set by the legislature in 1987 to ensure that people with disabilities can access the jobs of their choice, thrive, and develop independently. The law also established a general framework for accessibility in our society so that access to ordinary law is the guiding principle of our public policies.

Even if fewer and fewer employers are ignoring their responsibilities and even if more and more disabled workers are informed of their rights, national mobilization must yet be maintained as long as disability in

employment remains the primary reason for referral to the Defender of Rights for discrimination. One of the major challenges to be addressed by 2025 is a more widespread accessibility of our work environments so that the places where we work, the equipment, digital tools, meetings and exchanges allow for real autonomy and no longer hinder the recognition and development of skills.

Ensuring access to training at all stages of life, as well as preventing dismissals due to incapacity, also determines the success of career paths.

The long-awaited abolition of the discriminatory list of jobs requiring special aptitude conditions (ECAP) will also contribute to completing the major reform planned for 2005. »

**One of the major
challenges to be addressed
by 2025 is making our
work environments more
accessible.**



ARNAUD DE BROCA
President of the
Disability Collective

Not everything is settled! Far from it

The 2005 law is one of the great laws of our Republic, both in its principles and in its method of development: nearly two years of preparatory work with

the associations, a year of parliamentary debate that allowed for considerable enrichment of the text thanks to a Government willing to amend its text and parliamentarians particularly committed to the subject, implementing decrees issued in record time... On employment issues, it confirmed the principles of the 1987 law, while expanding it to include civil service.

These laws and the involvement of many stakeholders, particularly Agefiph and Fiphfp, have led to a constant improvement in access to employment for people with disabilities. This is good news. However, it remains difficult to celebrate this for the Collectif Handicaps, which brings together 54 national associations representing people with disabilities and their families.

The inaccessibility of workplaces and professional software remains a major obstacle, and discrimination remains a daily reality for people with disabilities. While the unemployment rate has decreased, it still remains higher than that of the rest of the population.

In its review of the law, the Disability Collective **emphasized job retention, as it is undoubtedly the issue that has made the least progress in recent decades.** According to the latest figures, more than 130,000 people were still dismissed for incapacity in 2023, showing that disability or debilitating illness still too easily leads to exclusion from the corporate world. Moreover, while work can be a source of social integration, fulfillment, and emancipation, it can also be a source of risks to the physical and mental health of workers. Here again, the prevention of workplace accidents and illnesses, and occupational health more generally, are the poor relatives of public health policies. »

**Disability or debilitating
illness still too easily leads
to exclusion from
the business world.**



THE 2005 LAW: EMPLOYMENT OF INDIVIDUALS IN SITUATION OF HANDICAP

A strengthening of the employment obligation

In terms of employment, the 2005 law confirms the provisions of the 1987 law on the obligation to employ disabled workers (6% of disabled workers for companies with 20 or more employees). **It toughens the financial penalties for non-compliance with this obligation by increasing the amount of the contribution to Agefiph.**

It extends this obligation to the civil service. The law establishes the Fund for the Integration of People with Disabilities into the Civil Service (FIPHFP). The FIPHFP collects contributions from public employers who do not meet the legal obligation to employ people with disabilities and finances aid and mechanisms to promote the employment of people with disabilities in all three sectors of the civil service. It has the same mission as that entrusted to Agefiph in the private sector.

More beneficiaries

Two new categories of disabled people are now eligible for the employment obligation. These are holders of a disability card and those receiving the adult disability allowance. It should be noted that the 2005 law recognized, for the first time, mental health disorders as a potential cause of disability. Furthermore, certain disorders (, autism, etc.) are now more frequently diagnosed and diagnosed earlier.

In the 2022 autonomy survey conducted by the Ministry of Health, in collaboration with Agefiph, among working-age people:

- 3.9 million reported a significant limitation related to memory, concentration, or organizational skills,
- 3.4 million reported a significant limitation related to interpersonal skills.



These key principles have undergone changes, particularly within the framework of the laws of August 8, 2016, relating to labor, the modernization of social dialogue, and securing career paths, and of September 5, 2018, relating to the freedom to choose one's professional future.

Reinforced non-discrimination²

To ensure equal treatment for **workers with disabilities, employers must take "appropriate measures" to ensure that disability does not constitute a reason for exclusion** and that only skills are taken into account during recruitment, job retention, or career advancement. These measures may include the adaptation of machinery or tools, the adjustment of workstations, access to workplaces, and the provision of support and individual equipment required by disabled workers. However, these adjustments must not constitute a "disproportionate" burden for the employer. The employer may use existing support, including that provided by Agefiph and FIPHFP (French Employment Agency) for work adjustments. The law also provides for the possibility for disabled employees to benefit from individualized work schedule adjustments.

The introduction of the obligation to negotiate

The law requires companies to negotiate on the employment of people with disabilities, just as it does on working conditions, salaries, etc.

This annual negotiation is conducted with social partners, based on a report prepared by the employer presenting the company's situation with regard to the obligation to employ workers with disabilities.

The negotiation focuses in particular on the conditions of access to employment, professional training and promotion, as well as the working conditions and continued employment of workers with disabilities.

² – Transposition of the directive of 27 November 2000 establishing a general framework for equal treatment in employment and occupation

Public and private employers committed to employing people with disabilities

Private employers



SAMYA BELLHARI-TRAHIN
Ergonomics Manager,
Quality of Life at
Work, Job Retention
GXO

Transforming a sector under pressure into a place of integration

The sector of logistics is still wrongly considered today as incompatible with the inclusion and integration of people with disabilities. What if this sector, which

struggles to recruit, could allow job seekers with disabilities to enter these professions, which are too often described as arduous and difficult? This is the challenge that GXO has set itself.

As the world's leading logistics provider and a major employer in France, GXO is actively implementing a policy promoting diversity and inclusion. Since 2011, GXO has partnered with the ARES association, leading to the creation of LOG'INS. The program prepares participants for careers in logistics.

Although this partnership has been in operation for over 10 years, GXO has chosen to accelerate internal initiatives. Thanks to the regulatory and technical support of Agefiph, an agreement was signed with the aim of supporting a large-scale project to promote disability and job retention.

The strength of our project lies in:

- a strong network of disability representatives. 135 employee volunteers wanted to bring disability issues to the company.
- a fun and educational approach. Cooking to talk about disability, playing Cecifoot to understand visual impairment, playing games to better capture certain messages, having a coffee in silence to imagine what it's like to be deaf, trying blind recruitment, exercising sports, and using virtual reality to experience "disability".

In fact, our project was built by providing several awareness-raising and communication "mechanisms." Over the past three years, the initial results in terms of hiring, use of subcontractors, support for OETH beneficiaries, and integration have become more concrete.

The partnership agreement with Agefiph should enable us to achieve new quantified objectives in a progressive and fair manner. »



Actions taken

- recruit people with disabilities
- support employees
- raise awareness and communicate about disability
- mobilize subcontracting from establishments and services providing assistance through work, adapted companies and independent workers with disabilities



GUILLAUME RICHARD
Chairman and CEO
of the Group
OUI CARE

Inclusion as a driver of social innovation in personal services

The Oui Care group is the leader in home services in France. With 16 brands and 23,000 employees, it contributes to the well-being of more than 120,000 families by providing them with

quality home services: home maintenance, childcare, support for the elderly or people with disabilities, gardening, DIY, and local concierge services.

O2, a long-standing brand of the Oui Care group, launched a proactive employment policy for people with disabilities in 2010, supported by Agefiph. This commitment was not driven by the principle of paying a contribution in the event of non-compliance with the employment obligation, since in 2009, out of the group's 129 companies, only three were subject to the tax.

A disability unit was created within the Human Resources department. A full-time Project Manager was hired to develop the company's disability policy.

In 2021, the Oui Care Group created the first CFA in the Personal Services (SAP) sector, which offers certified courses related to all SAP professions. It supports the training of young people and people retraining in growing professions. The Disability Officer was entrusted with the role of Disability Advisor to support and secure the career paths of work-study students and apprentices with disabilities. The Disability Advisor has supported 10 work-study students with disabilities since 2022.

The Oui Care group is very active in creating tools such as a 'Return to Work' guide. This guide is intended for UES O2 employees who find themselves on sick leave, involved in a work accident, or suffering from an occupational illness.

Its objective is to enable them to understand the measures available to prepare for, or even anticipate, their return to work (pre-return visit, supervised trial, therapeutic part-time work, etc.). The Oui Care group also conducts numerous awareness-raising activities, for example on endometriosis, and is currently reflecting on how individuals can benefit from support.

Oména & LYV which offers an application and health support for (peri)menopause (96% female population).

The agreement aims to transform employment at Oui Care with ambitious objectives: **achieving an 8% employment rate for people with disabilities within 3 years (compared to 4.33% in 2023), recruiting 500 employees with disabilities across all contracts, and reducing dismissals for occupational incapacity by 10%.**

These commitments reflect a strong commitment to inclusion and job retention. »



Actions taken

- structure an action plan with objectives and internal organization
- identify disability representatives in the company
- update recruitment processes,,
- train employees and secure their employment paths
- equip the teams
- deconstruct prejudices
- understand the diversity of disability situations
- dare to innovate



**FRANÇOIS
HERVIAUX**
Chairman and CEO
LINEVIA

Professional integration in the transport sector: more than just an obligation, it's a lever for progress at LINEVIA

In our sector, the law of February 11, 2005 marked a significant step forward by

improving accessibility for users of mobility services. However, it does not directly impose an employment rate in transport companies. At Linevia, we have exceeded these requirements, achieving a 13% employment rate, because we value skills above all else..

"Would you reject a left-handed person's application for an administrative position just because the scissors on the desk are right-handed scissors?" This is how I illustrate our approach to inclusion at Linevia. It all started with Yves, a motivated candidate to become a coach driver, but who was one-handed and didn't have a coach license. Support from Agefiph enabled the funding of AFTRAL's Functional Capacity Assessment Service.

We were able to provide the necessary compensatory measures and adapt his workstation. These adjustments allowed Yves to obtain his license and become fully independent in his position. The path is open... and other people with disabilities, visible or not, have joined us. **Currently, nine of our employees benefit from specially adapted driving positions. The keys to our success? Being a disability-friendly company and combating self-stereotypes among candidates.**

Invest in new technologies and be supported by disability specialists..

At Linevia, the functional capacity assessment process is now integrated into our recruitment process. This approach allows us to broaden our recruitment range. Recognized as a "progress activator," we are determined to intensify our commitment to inclusion. We firmly believe that any progress made in the employment of people with disabilities improves the quality of work life for all. Our ambition for the future is to continue to be a model in the sector, championing inclusion. »



**VÉRONIQUE
LAMBOGLIA**
Diversity Mission
Manager, Group
Handicap Mission
Manager STEF

The STEF Group's disability policy: almost 20 years of concrete progress

As the European leader in temperature-controlled transport and logistics services for food products, the STEF Group is pursuing a proactive approach to supporting people with disabilities. This

journey, marked by the signing of six successive approved agreements, has structured our

actions, mobilized our teams, and strengthened our culture of inclusion. At the end of 2024, this momentum was enriched by a new chapter with the signing of a service agreement with Agefiph, allowing us to pursue our commitment with a renewed approach but unwavering determination.

This development far from being a break, embodies the continuity of our vision. It offers us the opportunity to benefit from Agefiph's expertise while preserving the local roots of our actions. Our system relies on a network of 150 disability advisors, our adapted subsidiary Dyad, as well as the HR teams present in each of our subsidiaries.

Today, **more than 900 employees with disabilities work in our various businesses and contribute to the STEF Group's success in France. Behind this figure lie remarkable individual journeys and a shared ambition: to create an environment where everyone can thrive in sustainable and adapted employment.**

Our approach includes adapting workstations, raising team awareness, organizing DuoDays, collaborating with sheltered and adapted sectors, and training

programs. We have also developed innovative initiatives to reconcile work and chronic or disabling illnesses.

As the Disability Act celebrates its 20th anniversary, the STEF Group reaffirms its commitment to an ambitious disability policy. Each initiative we undertake changes perceptions and builds a professional environment where diversity is recognized as an essential asset. »



**MARIE
MICHEL-DELORS**
National Disability
Officer
**ÉLISABETH
GROSSET**
Social law lawyer
EUREXO

A disability policy that is thought out, constructed and deployed

Eurexo, an appraisal company specializing in property damage (fires and various risks), legal protection and automotive appraisal, increased its employment rate by 2.14% in 2020 to 5.16%

in 2024 thanks to an active inclusion policy.

- **Awareness-raising:** deployment of workshops, e-learning, and training to integrate disability into corporate culture. During SEEPH³, 87 employees received awareness training, 26 received specific training, and 9 managers received inclusion training. 13 local representatives participated in dedicated sessions, and 56 people took part in a collective awareness-raising challenge.
- **Professional integration:** participation for the 3rd consecutive year in DuoDay, with 6 duos created, allowing for enriching exchanges. The HR Department is studying the implementation of two PMSMP (Work Placement Periods) to extend this momentum.

– **Inclusive recruitment:** Eurexo automates the publication of offers on Agefiph, systematically mentions the opening of positions to disabled workers and offers personalized adjustments. The company develops its partnerships with the Tremplin association and participates in specialized trade fairs to promote integration.

– **Job retention:** concrete support is available, such as a CESU⁴ check of €500/year and paid leave for RQTH procedures. Workplace adjustments are systematically implemented upon hiring and may include a dual home/work arrangement. Support is also provided through continuing education to promote professional development.

2025 Objectives

Eurexo aims to strengthen its CSR commitment with the renewal of the Diversity Charter and the integration of profiles in reconversion and partnerships with suitable companies. The objective is to obtain the Ecovadis gold medal in 2026 and to build an increasingly inclusive and responsible work environment, based on equity and social innovation. »

³ – European Week for the Employment of People with Disabilities
⁴ – Universal employment service check



ALICE BELFER
Hôtel Baudelaire
Opéra Director

Work must be shaped in the image of man and not the other way around, that is our deep conviction.

Our first step into disability policy came naturally when one of our employees, after

25 years of service, developed musculoskeletal disorders. We were not yet aware of Agefiph (French Occupational Health and Safety Board) and had to reorganize our employee's workload and responsibilities.

Three years later, a more significant adjustment was needed. Our occupational health department put us in touch with Agefiph, an ergonomist, and Cap emploi (French National Employment Agency), and we then made significant adjustments to the workstation.

This adaptation of the work situation prevented a professional disinsertion that would have had serious consequences for the employee, and our organization would have lost its housekeeper, a true pillar of the company.

This first adjustment also allowed us to realize that with **the right tools, common sense and adaptability, we could help employees** who were sometimes unduly excluded from employment and the benefit of their talent.

We then extended our disability policy by welcoming workers with disabilities into PMSMP⁵. The idea was to understand the challenges posed by the various positions in the hotel, which could be reasonably adapted, which were more difficult, and how we could reorganize the way of working, what tools, hardware or software would allow us to include workers with disabilities and improve working conditions to avoid MSDs⁶.

Today, **40% of our 3-star hotels in Paris,**

Actions taken

- organize discovery events (duoday, professional work placement)
- arrange work situations and environments
- implement reasonable accommodations
- rethink work organizations
- mobilize stakeholders and experts
- mobilize the Agefiph service offering and common law actions
- be supported by Agefiph

between the Louvre and the Opera, employ disabled workers. We are constantly striving to make work even more accessible by automating arduous tasks, placing everyday tasks within easy reach, purchasing ergonomic equipment, and favoring robotics over manual work. This process is conducted with all stakeholders, and the choice always rests with the end user; we thus benefit from significant employee engagement.

Finally, our commitment, in addition to being meaningful, is extremely beneficial for the hotel: our employees stay with us and we have no recruitment difficulties. This sense of inclusion shared by the entire team makes us strong and structures the image of the family home that the hotel is. »

⁵ – Work placement period
⁶ – musculoskeletal disorders

Public employers



**CENTRE
HOSPITALIER DE
VALENCIENNES**

The 2005 law: a lever for transformation for the Valenciennes Hospital Center

The adoption of the 2005 law marked a decisive turning point for the inclusion of people with disabilities within

the Valenciennes Hospital Center (CHV).

It led the establishment to rethink its practices and measure the extent of the progress to be made, thus paving the way for a profound overhaul of its disability policy.

Historically, and given the issues related to the safety of care, the CHV's policy was mainly focused on the prevention of occupational risks in order to guarantee a safe environment for all.

However, this approach was insufficient to address the challenges of welcoming and retaining people with disabilities. The creation of the FIPHFP was a driving force for change, providing, through the agreement, valuable support in the development of a more structured, ambitious, and proactive disability policy.

Thus, several initiatives have emerged. An internal organization has been created, led by disability representatives responsible for making sure that the commitments set out in the agreement become operational.

Over time, they have been able to strengthen their expertise, deploy and promote the disability policy within the establishment's 15 activity centers, and develop a network of external partners, making their actions more effective.

These efforts have enabled a significant increase in the direct **employment rate of beneficiaries of the employment obligation, reaching a record level of 7.85% in 2024** (compared to 5.90% for all Public Hospital Service establishments).

But the Valenciennes Hospital Center's ambition doesn't stop there. The institution wants to go further by **establishing a truly inclusive culture, guaranteeing access to hospital careers for all people with disabilities.** This dynamic cannot be carried out alone: the CHV aims to extend this approach to its Territorial Hospital Group (GHT) "Hôpitaux Hainaut-Cambrésis", by creating a synergy between establishments through the pooling of resources, the sharing of experience and reinforced technical support. »

Actions taken

- monitoring indicators
- setting up an organization
- putting in place synergies
- pooling resources
- sharing experience and expertise
- appointing disability officers
- implementing structured policies



THIERRY LARTIGUE
National Disability
Representative
for the Social
Ministries, Member
of the National
Committee and
Rapporteur of the
Digital Accessibility
Commission of the
FIPHFP

Civil Service Disability Officers, Heirs of the 2005 Law

A legacy of various 20th-century laws, the so-called "Disability" law of February 11, 2005, rendered the medical approach obsolete and proposed a paradigm shift. A new approach reaffirming citizens' rights has freed the concerned individuals of their guilt by making

their environment, both in the public and the professional sphere legally responsible.

However, the law strives at imposing an implementation as close as possible to reality, aiming at meeting both individual and collective needs. To manage the situation with the concerned person, with respect and dignity, requires interdisciplinary work able to address the diversity of individuals and the variety of disabilities and environments. So, who should lead and implement? Over the past twenty years, this role has been given several names: correspondent, coordinator, or disability officer—a confusing message for work groups.

In 2019, the civil service legislature decided that the "Disability Advisor" would be responsible for supporting employees with disabilities. Today, an article of the General Civil Service Code is dedicated to this role, and recently, a place has been added to the directory of civil service professions.

7 – 58% of disability officers in the civil service surveyed in 2019 had a dedicated work quota of less than 50% (survey conducted by a team of researchers from the EHESP (RFAS – 2022 - N°1)

But today, with an aging workforce, a later legal retirement age and new working processes, we truly need to dedicate time to this expert in social work, care, and, above all, prevention. Maintaining employment is a social responsibility for public employers, as is the workload of disability advisors; everything is linked. Failing that, curative measures and their consequences will continue to affect working conditions, maintaining discrimination when it comes to workplace adjustments. »

Actions taken

- support civil service agents
- take into account new issues
- linking prevention and repair of damage



4

COMPARATIVE VIEWS : FROM EXPERTS

Charles Gardou, Serge Ebersold et Anne Revillard,
members of the scientific and prospective space of Agefiph⁸



CHARLES GARDOU
President of the
International
Foundation for
Applied Research on
Disability (FIRAH),
Anthropologist,
Professor Emeritus
at Lumière Lyon 2
University, Director
of the Diversity
Knowledge Collection
of books (érès)

Educational and training investment, a condition for the effectiveness of the law

The 2005 law underlies a challenge to be met in education and training. This is the condition for a cultural evolution, in the field of employment as in any other sector, because the challenge is not only structural and technical: it is cultural. The way in which legislative texts are produced, made understandable,

and applied depends on it. Without a strong investment in education and training, legislation, whatever it may be, cannot overcome resistance and profoundly transform society.

Because it moves hand in hand with the evolution of thought, education enables advances that no other path can achieve.

It is the most decisive effort to prevent disruptions in behavior, practices, and policies. However, does our education system live up to the law's objectives: is it inclusive, or does it simply "include" for the sake of adapting to the diversity of needs?

Similarly, we can regret that the law has not made the training of professionals an obligation applicable in all areas.

Let's talk about an inclusive society.

There is no such thing as a tiny life.
(rééd. 2021)

**The Fragility of Sources. What It Says
About Human Affairs**(2022)

An inclusive city as a horizon.

An essay in social criticism
(to be published in 2025)

**Without a strong
investment in education
and training, no legislation,
whatever it may be, can
overcome resistance and
profoundly transform
society.**

8 – To find out more : <https://www.agefiph.fr/actualites-handicap/creation-de-lespace-scientifique-et-prospectif-de-lagefiph-sur-lemploi-et-le>

Yet none of them deserves to be an exception: healthcare, justice, tourism and leisure, the built environment, planning and urban development, transportation, business, the media, politics, and, of course, education. As a fundamentally progressive force, training is changing practices, which require not only personal commitment but also proven knowledge and skills. Thus, we see that most professionals find themselves confronted with a paradoxical injunction: to actively contribute to shaping inclusive—and no longer exclusive—places without being prepared for it. Thus they struggle to place the issue of disability where it should be: in everyday professional life.

While the effectiveness of a law requires dedicated resources and appropriate provisions, it cannot, without damage, be achieved without such an investment. It would be illusory to hope for the effects of a genius piece of legislation that could exempt itself from them. If the role of a law is to organize social life by establishing priorities and enacting rules, let's not vainly expect from it what it cannot offer on its own. »

Twenty years after the adoption of this law, it is clear that these ambitious rights have encountered major inefficiencies. In the field of employment itself, employers remain poorly aware of the right to non-discrimination, especially in its dimension regarding the obligation to provide reasonable accommodations. The right to accessibility has also been marked by significant setbacks, between the postponement of the accessibility obligation adopted by ordinances in 2014 and the ELAN law of 2018. While mainstream schooling has progressed at all levels, accommodations and support remain insufficient, limiting the chances of educational success.

effects of common law policies and specific policies in the disability sector. This makes their evaluation all the more necessary and delicate. Research is working on this, in the hope of contributing to improving systems for professional integration and job retention.

Beyond the assessment, it's also all about imagining other ways of thinking about disability in the workplace. In addition to the individual approach to disability that remains prevalent, an inclusion approach in the strongest sense requires involving the collective. It's the routines, the expectations, the work rhythms, the means of communication, and organizational culture as a whole that need to be involved to make them inclusive from the outset for a diversity of profiles. This is one of the challenges for the years to come. »

The persistence of professional inequalities therefore does not only find its roots in employment policies, but also results from the effect of other public policies in an otherwise rapidly evolving economic and social context. Furthermore, in terms of employment policies, it is necessary to understand the combined



ANNE REVILLARD
Professor of
sociology, Director
of the LIEPP
Sciences Po

Beyond the 2005 law, rethinking disability at work

In employment, as in other areas, the law of February 11, 2005, represented a significant step forward in terms of rights. While maintaining and strengthening the

OETH, a historic pillar of employment policies in France, this law introduced, in accordance with European Directive No. 78/2000 on equal treatment, an ambitious vision of the right to non-discrimination. This approach

combines the prohibition of discrimination with the obligation for employers to provide workers with disabilities with any reasonable accommodations they may require.

But to grasp the transformative potential of the 2005 Employment Act, it is also necessary to consider its provisions beyond this scope. The emphasis on mainstream schooling, as well as the provisions concerning higher education, were likely to promote progress in professional integration.

The law also established a requirement to make the built environment and transportation accessible within ten years, another factor facilitating employment.

Disability and work, Paris, Presses de Sciences Po/Sécuriser l'emploi (2019)

Vulnerable Rights. Disability, Public Action and Social Change, Presses de Sciences Po/Gouvernances (2020)

It is clear that these ambitious rights have encountered major implementation shortcomings.





SERGE EBERSOLD
Professeur CNAM,
titulaire de la chaire
accessibilité

Accessibility, a form of social protection

Beyond people administratively recognized as disabled, access to employment for people with disabilities increasingly concerns those with a chronic disorder who encounter difficulties in

carrying out their professional activity due to the organizational and social contexts in which they are placed.⁹ This development requires going beyond the allocation of compensatory resources based on administrative recognition, towards considering the organizational and social determinants that condition individuals' health experiences at work.

The accessibility of professional environments becomes a form of close protection offering a continuum of support securing paths to and within employment through the articulation of three complementary components of accessibility.

In its **universal component**, accessibility considers the occupational health experiences of all staff to design in advance premises, equipment, and work processes that support as many people as possible in carrying out their activities.

In its **integrated component**, it complements the previous one by acting on the factors that expose those who need support due to chronic health problems and/or activity limitations that do not, in themselves, require administrative recognition to professional disqualification. It consists of promoting an inclusive ethos that supports the establishment of organizations and working conditions that allow these personnel to carry out their activities on an equal footing with others and to avoid, as is still currently the case, being overexposed to occupational risks.

The explicit accessibility component complements the previous ones: it supports, retrospectively and in a targeted manner, people who must be administratively recognized as disabled in order to be able to carry out their activity on an equal basis with others through specialized solutions or specific adjustments based on the requirements of the position held.

The way in which these three components of accessibility are articulated determines the framework of awareness to diversity within companies, of the actions taken against discrimination at work and of the prevention of professional disinsertion¹⁰. »

The time of accessibility, Paris, L'Harmattan (2024)

Accessibility in professional environments becomes a form of close protection, offering a continuum of support that secures pathways to and within employment through the articulation of three complementary components of accessibility.

9 – Meidani, A., (2021). Occupational health, job retention and gender in very small businesses, *Work and employment*, no. 164–165, pp. 85–110.
10 – Dares, (2024). What exposure of disabled workers to different occupational risks? Dares analyses, n°35, pp.1–8

5

COMPARATIVE VIEWS : FROM EMPLOYMENT STAKEHOLDERS



BENJAMIN MAURICE
General Delegate
for Employment and
Vocational Training
(DGEFP)

An inclusive society cannot be decreed, it must be built.

The law of February 11, 2005, established a new approach to disability for a society that guarantees access to the rights of people with disabilities in all their economic, social, and civic dimensions. It confirmed the obligation to employ

workers with disabilities as a lever for integration and created the counterpart of Agefiph for the public sector.

Over the past 20 years, the strengthening of employer engagement and the greater consideration of people with disabilities in the development of employment, education, and vocational training policies have resulted in significant progress improving their integration and retention in employment.

These include the merger between Cap emploi and France travail, which resulted in a unified offering. Also noteworthy are the seventeen measures of the 2023 National Conference on Disability (CNH), including the one making access to employment in an ordinary environment, a universal right in order to "guarantee the freedom to choose one's career path and ensure that the ordinary professional environment is accessible, regardless of disability."

Agefiph's interventions with people with disabilities and with businesses have evolved over time.

Its future challenge: adapting to better align with the services offered by common law. Associations are key players alongside the State in this public policy and actively participate in the work of implementing the roadmap outlined by the law for full employment and the CNH. Dialogue between the general delegation for employment and vocational training and Agefiph is constant and the partnership is reinforced by two structuring

conventions: the five-party convention and the three-year convention of objectives between the State and Agefiph.

The results of the policies implemented over the past 20 years are visible: the unemployment rate for people with disabilities is showing a favorable trend, falling from 19% in 2018 to 12% in 2022. However, challenges remain to improve the employment rate for people with disabilities, which is still below the European average (41% instead of 51%).

The next agreement on objectives between the State and Agefiph will be an opportunity to respond to these challenges, by prioritizing an ambitious policy of support for private

employers, guided by a simplified service offering, better coordinated with those of other actors in the employment network, to secure the paths and the adaptation of employer organizations in terms of recruitment, retention and support for career development.

Everyone will be able to count on the State's commitment to facilitate and strengthen the place of people with disabilities in society. »

To learn more about the CNH 2023 measures :

<https://handicap.gouv.fr/sites/handicap/files/2023-04/DP%20CNH%20-%2026%20avril%202023.pdf>



JEAN-BENOIT DUJOL
Director General
of Social Cohesion
(DGCS)

From the 1975 law to full employment in 2024: 50 years of commitment to work accessible to all

For nearly fifty years, France has been committed to better professional inclusion of people with disabilities. The 1975 law laid the first foundations for a right to adapted work, structuring support systems and

specialized establishments. Thirty years later, the 2005 law marked a major step forward by reaffirming the employment obligation and strengthening compensation and support mechanisms.

By implementing the measures outlined at the 2023 National Conference on Disability, the law for full employment has created a new dynamic in favor of the professional integration of people with disabilities. Since January 1, 2024, guidance in the mainstream workplace has become a universal right, guaranteeing each person with a disability,

enhanced support provided by France Travail in conjunction with Cap emploi.

This major progress paves the way for more secure career paths and greater equality of opportunity. At the same time, the rights of disabled workers in ESATs have been enhanced to better align them with those of employees in the mainstream workplace, while preserving their specific protection framework. The rise of supported employment and schemes such as the fixed-term (CDD) "springboard" (tremplin) contract also demonstrates a strong commitment to providing lasting support for integration and professional development.

The professional integration of people with disabilities remains a challenge in which the Directorate General for Social Cohesion is fully committed. We must continue to remove obstacles, raise awareness among employers, and adapt our policies to build an ever more inclusive world of work. »



THIBAUT GUILLUY
Director General
of France Travail

France Travail and the employment of people with disabilities: a strengthened commitment

The 2005 law established that it is our professional environments that must adapt to people

with disabilities, and not the other way around. People are asking us to no longer confine them to separate systems and pathways.

Our merger in 2022 with the Cap Emploi network is fully in line with this philosophy: a job seeker with a disability is, above all, a job seeker and should have the same access point as any other job seeker: the France Travail agency. **A Disability Team has been created in each of our 900 agencies, where France Travail advisors collaborate with Cap Emploi advisors.** In practice, 20% of job seekers are supported by a Cap Emploi advisor for the more complex situations requiring disability compensation.

It's important to remind employers that 80% of disabilities are invisible and that recruiting a person with a disability does not always require specific adjustments.

In 2024, nearly

210 000

job seekers with disabilities found employment thanks to Teams Disability.

While support for individuals has progressed significantly (84.3% of job seekers monitored say they are satisfied), the major challenge remains raising awareness and supporting employers. Our France Travail Pro advisors must systematically address inclusion issues and offer our services to help them become a committed employer: screening candidates with disabilities, immersion programs, new recruitment methods raising awareness of disability among work groups, etc.

With the 6th National Conference on Disability and the creation of France Travail and the Employment Network, our commitment is strengthening. In 2024, France Travail launched a program dedicated to the inclusion of people with disabilities, aiming to ensure that each department adopts an inclusive approach by systematically integrating disability issues.

Among the expected developments :

- **Gradual strengthening of agency accessibility** to go beyond regulatory requirements primarily focused on people with reduced mobility: people with invisible disabilities must also be accommodated without difficulty.
- **Consolidation of the partnership with ESATs:** any worker pursuing a project toward mainstream employment must benefit from the service offering by being registered with France Travail. By 2027, MDPHs will no longer be able to refer individuals to ESATs without a prior proposal from France Travail/Cap Emploi, established with the individual to determine the work environment best suited to their needs. Our advisors will be supported by other local stakeholders, including medical and social professionals, to ensure that each person with a disability is viewed primarily through the lens of their potential and aspirations.
- **Development of a feature on francetravail.fr** to connect committed "handi" employers and recognized disabled candidates.

- **Creation of an offer dedicated** to those made redundant due to incapacity and part-time training for job seekers facing fatigue.

Much has been accomplished in recent years; we must now improve the clarity of what exists for individuals and employers and stop working in silos. In this regard, our collaboration with the Fiphfp and Agefiph funds must be strengthened for the sake of clarity and efficiency.

By organizing this joint mobilization, we will guarantee optimized support for people with disabilities and employers and thus contribute to building a more inclusive society open to all talents. »

In order to provide a more transparent and efficient service to better secure pathways, the law confirms the unification of a common mission of supporting people with disabilities into employment and maintaining them in employment in mainstream employment. This has been provided since January 1, 2018, by specialized placement agencies, known as Cap emploi.



JEAN-PIERRE BENAZET
President of
Cheops

The law has opened the way, collective action must broaden it

The law of 11 February 2005 on equal rights and opportunities, participation and citizenship of people with disabilities has laid the foundations for a more inclusive professional

integration policy by imposing universal accessibility, strengthening support for job seekers with disabilities, and mobilizing employers.

It initiated a thorough reform of the public employment service with the aim of mobilizing common law first and foremost and then mobilizing specific mechanisms as its

The 2005 law established that it is our professional environments that must adapt to people with disabilities, and not the other way around.

complement. The merger between Cap emploi and France Travail is an illustration of this, leading to strengthened cooperation between the SPE, Agefiph and Fiphfp.

Discussing employment for people with disabilities also means discussing job retention and career advancement within companies, so that preventing professional disengagement and securing career paths remain a priority. Coordination between stakeholders in occupational health and prevention, as well as those involved in compensation, is a key factor in this success.

Twenty years after its enactment, progress still needs to be made in terms of accessibility at all levels. However, progress has also been noted, particularly in the commitment of employers, whom we must continue to collectively support and raise awareness.

Cheops and the Cap emploi network remain more committed than ever to working with the government and their partners to address the challenges ahead, with key issues relating to senior employment, support for those made redundant due to incapacity, and the reduction in the number of long-term job seekers. Together for a more inclusive society »

The law of August 8, 2016, relating to work, the modernization of social dialogue, and the securing of career paths, creates supported employment, a support system for people with disabilities designed to enable them to obtain and maintain paid employment in the labor market.



YORICK PEDERSEN
Director General
of the French
Collective for
Research and
Promotion of
Supported
Employment

Supported Employment, a response based on rights and aspirations

The law of February 11, 2005, laid the foundations for an inclusive society by affirming the right to fully participate in social life, including employment in an ordinary environment.

Supported employment is fully in line with this ambition: it is based not on limitations or skills, but on the professional wishes of the person.

Its approach is based on fundamental principles: accessibility with no exclusion criteria, support with no time limit, and on-the-job training. Support is individualized, continuous, and empowering. It aims to secure the path to (and within) employment by identifying compensation needs, strengthening employability, and developing skills directly in the workplace.

One of its unique features is the dual support it provides, for both the individual and the employer. By taking into account the realities and needs of the work collective, it fosters a lasting and tailored professional relationship.

From vision to action: a structured model serving employment for all. Recognized by the 2016 law, Supported Employment has grown from an experiment to a public

service implemented in all departments. **From 539 people supported in 2018, it will reach more than 10,000 by 2024.** Today, half are employed, many of them on permanent contracts, 53% of whom have been for more than a year. This assessment confirms the model's effectiveness in providing long-term employment. To achieve the target of 30,000 beneficiaries, sustained commitments will be necessary.

A shared ambition for the future

Integration policies too often remain focused on the "disability" category, when the starting point should be real needs. This approach limits rights and fragments pathways.

Conversely, starting from needs would also allow for the inclusion of those who, without administrative recognition, face the same obstacles.

In a still fragmented landscape, Supported Employment offers a structuring framework. Based on continuity, personalization, and co-construction with employers, it can become the foundation for inclusive, transparent, and sustainable employment. The challenge is to anchor this vision in public policy. It is with this in mind that the CFEA will continue its work. »

The law of December 18, 2023, for full employment aims to facilitate the employment of people with disabilities in ordinary businesses. A specific fixed-term contract known as a “springboard” aimed at supporting the professional transitions of disabled workers within adapted businesses is

enshrined in the law. Furthermore, people who do not qualify for recognition as a disabled worker (RQTH) but who receive a disability pension, now have the same rights as those with a RQTH without going through an MDPH. Moreover, the rights of workers in ESATs are aligned with those of other employees.



PAMELA BRYANT
President of l'UNEA

Adapted Enterprises: When inclusion rhymes with performance

The Adapted Enterprise (EA) is a proven entrepreneurial model serving the employment of people with disabilities.

The 2005 law clearly positioned them in the competitive economic sector. These structures have developed into diversified production and service activities. The creation of new EAs allows for the emergence of projects for new activities that may also correspond to the interests of new generations of employees.

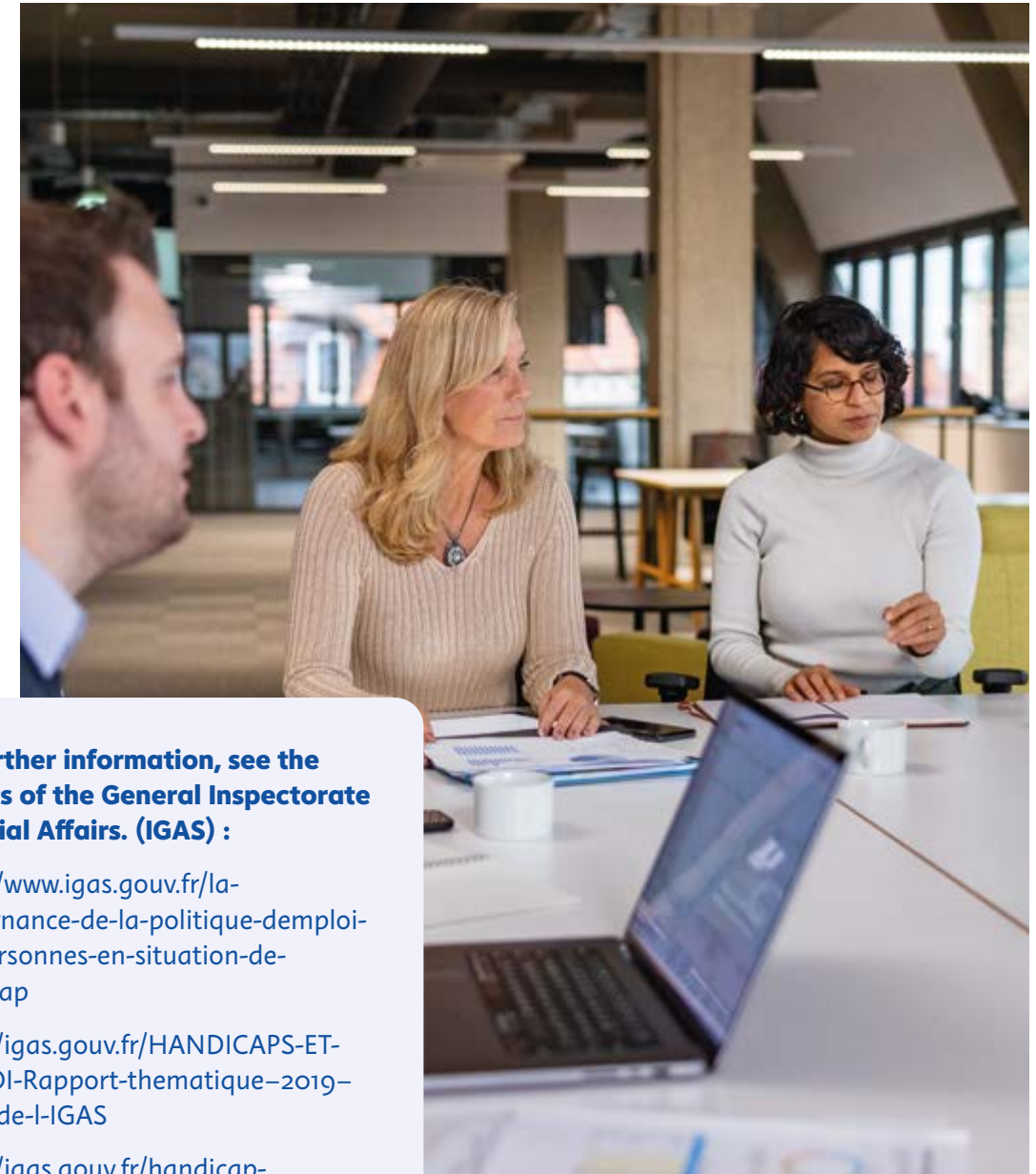
Over the past 20 years, EAs have created thousands of jobs. They have successfully weathered the various economic, financial, health, and energy crises over this period by demonstrating resilience and agility. **Between 2005 and 2025, the number of EAs increased by 40%, from 590 structures in 2005 to 825 in 2025. Over the same period, the number of employees with disabilities working for EAs increased by 67%, from 25,000 contracts in 2005 to 42,000 in 2025.**

Legislative advances have been proposed to strengthen the Adapted Enterprise model, and experiments have been confirmed in law to be able to offer the most appropriate support solutions to employees with disabilities, based on their career plans.

However, there are still several areas for improvement regarding management, public orientation, and compensation for additional social costs in order to take into account the specific nature of a model that employs a majority of employees with disabilities.

Developing relationships with stakeholders in the economic ecosystem should also enable EAs to share their inclusive expertise and help overcome persistent prejudices regarding the employment of people with disabilities.

In short, Adapted Enterprises have had to evolve to become true social enterprises, capable of reconciling competitiveness and economic performance with an inclusive social mission. Public and private economic stakeholders can now view them as true strategic partners in developing their CSR and inclusive policies. »



For further information, see the reports of the General Inspectorate of Social Affairs. (IGAS) :

<https://www.igas.gouv.fr/la-gouvernance-de-la-politique-demploi-des-personnes-en-situation-de-handicap>

<https://igas.gouv.fr/HANDICAPS-ET-EMPLOI-Rapport-thematique-2019-2020-de-l-IGAS>

<https://igas.gouv.fr/handicap-comment-transformer-loffre-sociale-et-medico-sociale-pour-mieux-repondre-aux-attentes-des-personnes>

<https://www.igas.gouv.fr/une-decennie-de-rapports-de-ligas-consacres-la-sante-au-travail>

<https://igas.gouv.fr/nos-rapports/travail-emploi-formation-professionnelle/revue-de-depenses-dispositifs-de-soutien-lemploi-et-laccompagnement-des-demandeurs-demploi>

2005–2025 Employment of people with disabilities

Agefiph and FIPHFP wish to publish the key figures on the employment of disabled people for the 20th anniversary of the 11th February 2005 law for equal rights, opportunities, participation and citizenship of disabled people. These figures enable us to measure the evolution of the situation over a long period.



01

People with disabilities in employment¹

(source Insee)

In 2023

3 068 000  Twice as many over 20 years

people have administrative recognition of their disability compared to 1 300 000 in 2002.



7,5% 

The share of beneficiaries of the employment obligation (BOE) within the active population (aged 15 to 64) in 2023 compared to 3,4 % in 2002.



4,3% 

The share of people recognized as disabled among people in employment in 2023 compared to 2,1% in 2002.



En près de 20 ans

Among employers subject to the employment obligation² :

- The number of agents with disabilities in the public service **has gone from 164 000 to 270 000.**
- The number of employees with disabilities in the private sector **has gone from 252 000 to 674 000.**



En 2023

1 205 000  Twice as many over 20 years

people recognized as disabled in employment compared to 500 000 in 2002.

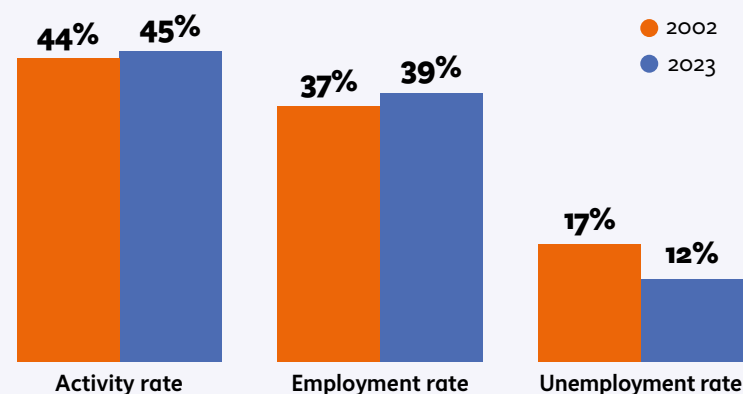
1 - having administrative recognition of their disability, therefore beneficiaries of the employment obligation (BOE). As part of the INSEE employment survey, a module of 4 questions on health at work was integrated in 2013, which makes it possible to produce annual employment and unemployment indicators for disabled workers. Previously, questions relating to disability were only asked every 4-5 years (therefore there is no data in 2005).

2 - with 20 employees or agents or more in their workforce

02

Activity rate, employment rate and unemployment rate (source Insee)

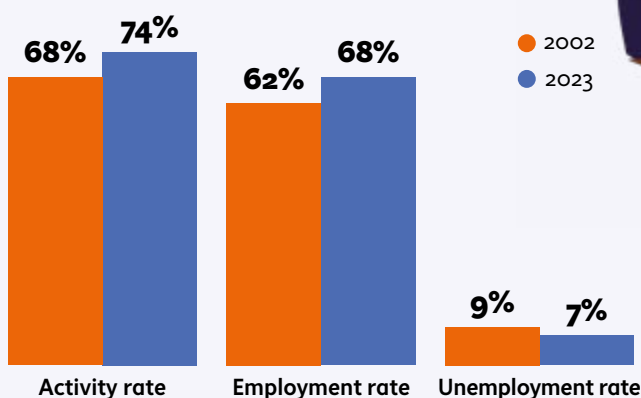
Beneficiaries of the employment obligation (BOE)



The employment rate³ of the BOEs has increased, but at a level well below that of the general public, an identical observation can be made for the activity rate⁴.

At the same time, while the number of job seekers registered with France Travail has increased⁵, the unemployment rate⁶ of the BOEs has decreased but remains at a level higher than that of the general public (12% in 2023 compared to 7% for the general public).

General public



3 - Employment rate : ratio between the number of people with a job (employed workers) and the corresponding population aged 15 to 64

4 - Activity rate : ratio between the number of workers (employed workers and unemployed) and the corresponding population aged 15 to 64

5 - moving into categories A-B-C from 285 000 in 2005 to more than 485 000 in 2024

6 - Unemployment rate : ratio between the number of unemployed and the corresponding active population aged 15 to 64

03

Profile of the Beneficiaries of the employment obligation (BOE) in employment (source Insee)

The increase in the number and the share of the BOEs among people in employment has been accompanied by a change in the profile of people with disabilities. A more female, older and more educated public.



Women

BOE

+ 12 pts ↗

51% in 2023 compared to 39% in 2007

General public

+ 2 pts ↗

49% in 2023 compared to 47% in 2007

50 and over

BOE

+ 18 pts ↗

50% in 2023 compared to 32% in 2007

General public

+ 8 pts ↗

31% in 2023 compared to 23% in 2007

Bac and over

BOE

+ 22 pts ↗

48% in 2023 compared to 26% in 2007

General public

+ 19 pts ↗

68% in 2023 compared to 49% in 2007

A population made up more of executives and intermediate professions, and fewer workers.

Executives and intermediate professions

BOE

+ 13 pts ↗

34% in 2023 compared to 21% in 2007

General public

+ 9 pts ↗

48% in 2023 compared to 39% in 2007

Part-time jobs

BOE

+ 5 pts ↗

33% in 2023 compared to 28% in 2007

General public

- 1 pt ↘

17% in 2023 compared to 18% in 2007

Workers

BOE

- 11 pts ↘

27% in 2023 compared to 38% in 2007

General public

- 4 pts ↘

19% in 2023 compared to 23% in 2007



04

Staying in employment

(source Agefiph)

In 2023

24 385

More than double
in almost 20 years

People are kept in employment
compared to 9 359 in 2005
(including 13% with public employers)*.

* These retentions were made possible thanks to the support of Sameth (then by Cap Emploi as from 2018).

05

Apprenticeship

(source Dares)

In 2023

14 444

7 times more in
almost 20 years*

apprenticeship contracts are signed by disabled
workers **compared to 1 900 in 2005** (including more
than 1 000 with public employers).

* i.e. 1,7% of all contracts.

06

Disability compensation

In 2023

80 000

3 times more in
almost 20 years*

interventions under the disability compensation
scheme are carried out **compared to 27 000 in 2005**.

L'Agefiph and FIPHFP provide
numerous forms of assistance
as compensation for disabilities:
human assistance, technical
assistance, mobility assistance,
specific support services,
adaptations of work situations...



07

20 years of action, the major impact of Agefiph and FIPHFP on the employment of people with disabilities

In 20 years

1,5 million

of people with disabilities
recruited (all types of contracts
combined)*.

In 20 years

more than 350 000

people with disabilities kept in employment*.



In 20 years

900 000

people with disabilities entered
in training*.



In 20 years

11 billions euros

paid by Agefiph and FIPHFP as part
of their interventions.



* avec l'appui de l'Agefiph ou du FIPHFP


This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal blue lines across its entire width, providing a guide for handwriting or typing. The background is a clean, solid white color.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



Find the publications
of the Employment and Disability Observatory
on www.agefiph.fr/centre-de-ressources

**Publication produced by Agefiph
in collaboration with FIPHFP**

Editor in Chief: Véronique Bustreel
Coordination/Writing: Arnaud Lenoir
Design:  In medias res agency
Photo : iStock, @erwann le gars, DR
June 2025