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| **European Semester 2015/2016 country fiche on disability** | |
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| With comparative data provided by the ANED core team |

The [Academic Network of European Disability experts](http://disability-europe.net/) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network support the development of the European Disability Strategy 2010-2020 and practical implementation of the United Nations Convention on the Rights of Disabled People in the EU.

This country report has been prepared as input for the European Semester from a disability perspective.

*Note:*

*The statistics provided in October 2015 are based on the EU-SILC 2013. This is the most recent microdata available to researchers for analysis from Eurostat. This report may be updated as new data becomes available.*

 

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# Summary of the overall situation and challenges

Since the Disabled people’s rights law was voted in 2005, there have been many changes in France concerning the inclusion of disabled persons. Many instruments have been created to promote employment, education and social inclusion for disabled persons. Ten years later, the situation keeps improving, even if many things have to be extended and developed in implementation.

Thus, in matters of access to rights and incomes, strong inequalities still remain. Unemployment among disabled people is twice that of the general population. They have an access to lower qualified and less paid jobs. Data show that the employed disabled people are older and less educated than the whole employed people. Moreover, depending on the criteria of disability, 26 to 30% of disabled employed people have a part-time job (18% for the whole population), which means that disabled people are also lower paid on average.

Generally speaking, disabled persons’ academic training is also lower than the one of the general population. 40 % of the men without administrative recognition to 47% of the women with administrative recognition have no degree or at most graduated at lower secondary level against 28 % of the overall population, 11 % of the men with administrative recognition and 19 % of the women without administrative recognition graduated at a tertiary level against 27 % (men) to 31 % (women) for the overall population.

People with disabilities are entitled to benefits that are close to the average minimum income. In the scope of the National Reform Program, to prevent disabled people with disability under 80 % from the risk of poverty, the persons with disability under 80 % who are highly restricted to the labour market can also get a subsidiary benefit which amounts to € 800.

To reduce inequalities, the French government has implemented national strategies to improve the situation by securing school and professional career paths, and by supporting and developing accessibility.

The National Disability Conference of December 14, 2014, strove to promote an inclusive society, especially in education and employment. Disability issues have increased in government policies. In 2013, at the Inter-Ministerial Disability Committee, the government decided to include a specific section on disability for each new law.

In the scope of the economic crisis and a high social risk, it is particularly important to point out the advantage of inclusion. Employers should be trained and supported in diversity management.

Statistics show the growing role of ordinary schooling in the education of disabled children but attention must be paid to the fact that many remain in specialized rather than ordinary classes. Cooperation has to be reinforced between ordinary classes and specialized classes. The government is currently developing joint training programs to reinforce cooperation between professionals

Generally speaking the government aims at training all the professionals and also the citizens to the questions of disability and of inclusion.

It would be useful to carry out a survey on specific disabilities. For instance, persons with mental disabilities face unique challenges.

# Assessment of the situation of disabled people with respect to the Europe 2020 headline targets

## Strategic targets

Table 1: Europe 2020 and agreed national targets for the general population

|  |  |  |
| --- | --- | --- |
|  | Europe 2020 targets | National targets**[[1]](#footnote-1)** |
| Employment | 75% of the 20-64 year-olds to be employed | 75% |
| Education | Reducing the rates of early school leaving below 10% | 9.5% |
| At least 40% of 30-34–year-olds completing third level education | 50% (17-33 year olds) |
| Fighting poverty and social exclusion | At least 20 million fewer people in or at risk of poverty and social exclusion | 1,900,000 |

Relevant disability targets from national strategies or sources:

The Interministerial Committee for disability published a report in September 2013[[2]](#footnote-2) about targets concerning the equality of rights regarding education, employment, accessibility, social and healthcare and the mobilization of public actors and of society as a whole.

The Disability National Conference of December 14, 2014,[[3]](#footnote-3) including national government and representative associations, published a roadmap in matters of employment, education, and the fight against poverty and social exclusion.

The targets described in these documents can be summarized as follows:

* Favoring early disability screening and improving the support to disabled children ;
* Improving the service of administration in charge of disability ;
* Favoring home keeping ;
* Favoring coordination between the different services caring for disabled persons ;
* Improving the quality of these services ;
* Favoring the access to healthcare of disabled persons ;
* Improving the coordination of public and territorial actors and the mobilization of society concerning the inclusion of disabled persons ;
* Improving knowledge about the specific needs of disabled persons and about their risks of poverty ;
* Favoring research on disability.

As far as employment is concerned:

* Favoring the access of disabled persons to professional training ;
* Put emphasis on the support of disabled people to employment and job keeping;
* Having the companies subject to quotas of disabled persons employed respecting their duty.

Favoring the development of exchanges between protected companies, adapted companies and other companies. Concerning education,[[4]](#footnote-4) the Ministry for Education identified several new targets, although these are not quantified:

* Make initial training more inclusive;
* Professionalizing the jobs of and develop training for schooling aids;
* Use the digital service for special needs;
* Make after-school activities more inclusive.

### A note on the use of EU data

Unless specified, the summary statistics presented in this report are drawn from 2013 EU-SILC micro data.[[5]](#footnote-5) The EU-SILC sample includes people living in private households and does not include people living in institutions. The proxy used to identify people with disabilities (impairments) is whether ‘for at least the past 6 months’ the respondent reports that they have been ‘limited because of a health problem in activities people usually do’.[[6]](#footnote-6) Responses to this question vary between countries and national data sources are added for comparison, where available.

Table 2: Self-reported ‘activity limitations’ as a proxy for impairment/disability (EU-SILC 2013)

Source: EUSILC UDB 2013 – version 2 of August 2015

It is relevant to observe that French estimates of impairment prevalence fall slightly below the EU average, which may affect estimations of equality gaps.

In subsequent tables, these data are used as a proxy to estimate ‘disability’ equality in the main target areas for EU2020 – employment, education and poverty risk.[[7]](#footnote-7) The tables are presented by disaggregating the estimated proportion of people who report and do not report limitations for each indicator (e.g. among those who are employed, unemployed, at risk of poverty, etc.).

## Employment data

Table 3: Most recent employment data, aged 20-64

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 4: Employment rate data, by age group

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 5: Trends in employment by gender and disability (aged 20-64)

Source: EUSILC UDB 2013 – version 2 of August 2015 (and preceding UDBs)

The table above shows a comparison of national employment trends for disabled and non-disabled women and men, and compares this with the EU2020 headline indicator for the EU as a whole.

Alternative data on disability and employment provided by the national expert:

The National Statistics Agency (INSEE) conducts surveys about employment every year.[[8]](#footnote-8) The National Statistics Agency (INSEE) conducts surveys about employment every year.[[9]](#footnote-9) These data are dated 2013 and are published for people who have administrative recognition on the one side and for people who have administrative recognition or who declared for at least the past 6 months they had been limited activity because of health problem or a disability in activities they usually do on the other side.The recognition of disability can be either on the basis of disability benefits by Social Security Committees as a result of work injuries, occupational diseases or disabling illnesses, or by the departmental Commissions (Commission des droits et de l’autonomie des personnes handicapées –CDAPH) when the person either did not work before or because the cause of his/her disabilities was not covered by Social Security’s rules.. Since 2013 the number of disabled persons with administrative recognition have been including the persons who have declared administrative recognition as well as the ones getting disability benefit for adults not declaring any administrative disability recognition in the survey. Other data series are based on respondents declaring for at least the past 6 months they had been limited activity because of health problem or a disability in activities they usually do.

Agefiph[[10]](#footnote-10) which is an organisation in charge of supporting professional insertion, the adaptation of work conditions, job keeping, compensation and professional reconversion, and Dares (Direction de l’animation de la recherché, des études et des statistiques) which deals with INSEE sources, provide data about employment of disabled people.

The survey “enquête Emploi 2013” provides data about the employment rates of disabled persons by gender, age (16-64) and in consideration of the disability criteria.[[11]](#footnote-11) They concern the age group 15-64. No age sub-group from 20 was found. No data were found concerning the year 2014. Data about the results of specific measures in favour of employment dated 2014 and 2015 are also available.

Depending on the criteria of disability (administrative recognition / administrative recognition or declaration of limited activity for at least 6 months because of handicap or disease) in 2013 the employment rate was 37% or 46%. 878,000 workers had an administrative recognition. By considering the criteria of administrative recognition or declaration of limited activity for at least 6 months because of handicap or disease, they were 2.579 millions.

In the scope of the compulsory employment of disabled people (companies employing more than 20 persons), according to Dares, in 2013 (1st January) 100,300 private companies were employing 361,700 disabled persons. At the same date 10 596 public administrations and companies were employing 207,800 disabled workers. At the end of 2013, the number of disabled persons employed had increase of 6.9 % to 386,700.

In 2014 from ASP (Agence des services et de paiement)[[12]](#footnote-12) source there were 1,349 specialized workshops employing 119,107 disabled persons and 718 adapted companies were employing 31,547 disabled workers. Dares provides similar data.

More data are displayed in the Description part.

### Unemployment

National administrative rules and definitions of ‘unemployment’ vary, and these may affect the way in which disabled people are categorised in different countries. The following tables compare national data with the EU2020 headline indicator for the EU.

Table 6: Most recent unemployment data, aged 20-64

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 7: Unemployment rate data, by age group

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 8: Trends in unemployment by gender and disability (aged 20-64)

Source: EUSILC UDB 2013 – version 2 of August 2015 (and preceding UDBs)

*Fluctuations in the gendered trends of unemployment for people with impairments at national level should be treated with some caution.*

Alternative data on disability and unemployment from national sources:

The survey “enquête Emploi 2013” provides data about the unemployment rates of disabled persons regarding their genders and ages and in consideration of the disability criteria. These data are dealt with and published by Dares.[[13]](#footnote-13) They concern the age group 15-64. No age sub-group from 20 was found. No data were found for the year 2014.

Agefiph[[14]](#footnote-14) provides data from “Pôle Emploi”, the National Agency for Employment about the number of unemployed disabled persons. Data for the year 2014 were found, as well as for the first 6 months of 2015.

The unemployment rate of disabled people was 18% or 14% in 2013 depending on the criteria of disability. From Agefiph,[[15]](#footnote-15) at the end of the year 2014 there were 452,701 disabled unemployed persons. From Dares in June 2015 disabled unemployed people were 468,421, which represents an increase of 3.5 % in 6 months (+9.5% in one year).

More data are displayed in the Description part.

### Economic activity

Table 9: Most recent economic activty data, aged 20-64

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 10: Activity rate data, by age group

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 11: Trends in activity rates by gender and disability (aged 20-64)

Source: EUSILC UDB 2013 – version 2 of August 2015 (and preceding UDBs)

Alternative data on disability and economic activity provided by the national expert:

Dares provides data from Insee source concerning disabled people aged 15-64 who live at ordinary home. These data are dated 2013 and are published for people who have administrative recognition on the one side and for people who have administrative recognition or who declared they had been having limited activity for at least 6 months because of handicap or disease on the other side. No data were found for 2014. Depending on the criteria of disability (administrative recognition / administrative recognition or declaration of limited activity for at least 6 months because of handicap or disease) in 2013 the activity rate was 45% or 54%. More data for employment, unemployment and activity rates were shown in the employment section earlier.

## Education data

EU statistical comparisons are more limited concerning the education of young disabled women and men in the EU2020 target age groups. Data is available from EU-SILC (annually) as well as the Eurostat Labour Force Survey ad-hoc disability module (for 2011), but with low reliability for several countries on the key measures.[[16]](#footnote-16) Using a wider age range can improve reliability but estimations by gender remain indicative. EU trends are evident but administrative data may offer more reliable alternatives to identify national trends, where available.

### Early school leavers

The EU-SILC sample for the target age group (aged 18-24) includes the following number of people reporting activity ‘limitation’ (as a proxy for impairment/disability).

Table 12: EU-SILC sample size in the target age group 18-24 versus 18-29

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Age 18-24 | | Age 18-29 | |
|  | No activity ‘limitation’ | Activity ‘limitation’ | No activity ‘limitation’ | Activity ‘limitation’ |
| EU sample | 34,413 | 2,728 | 56,461 | 4,916 |
| National sample | 1,818 | 142 | 2,724 | 235 |

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 13: Early school leavers aged 18-24 (indicative based on above sample size)

Source: EUSILC UDB 2013 – version 2 of August 2015

Alternative data on disability and early school leavers provided by the national expert:

The French Education Ministry uses the criteria of “early school leavers” to estimate the level of education of the whole population. It is defined as the number of young people aged 18-24 who have not taken any course for the last 4 weeks and who have at most a lower secondary degree (“brevet des collèges”). The rate of early school leavers for the whole population in 2014, which is calculated from the INSEE data about employment, was established at 8.5%. 2012, 2013 and 2014 data are provisional.

We have not found any specific data about early school leaving concerning the disabled people.

As for the disabled students aged 18-24 and having no education nor holding any secondary/tertiary degree it is all the more difficult to collect relevant data as there are various data about the number of disabled persons as a whole.

* The DRESS[[17]](#footnote-17) provides statistics about the number of children being taken care by an institution and not going to school. The problem is that there are double data as some children can be taken care by several institutions.
* Rapport Blanc[[18]](#footnote-18) estimates the number of children not being taken care by an institution and not going to school from the DRESS data concerning the disabled children for whom a financial allocation and a school orientation/adaptation was asked for. It concerns children aged 6-16.

We tried to make an estimation of early school leavers from the analyses of the structures of schooled children and adolescents.

As far as secondary education is concerned, the French Ministry for Education provides data about

* The repartition by age of the whole population going either to school or to the university, including those who benefit from an institute schooling,[[19]](#footnote-19) These data are produced every year and the last ones concern the university year 2013-2014.
* The repartition by age of the disabled population going to an ordinary school or being schooled by an institute, without any double data for children having shared schooling. The most recent data we have found concern the university year 2010-2011.[[20]](#footnote-20) They don’t include tertiary education.
* The repartition by age of the disabled population going to an ordinary school. The most recent data we have found concern the university year 2011-2012.[[21]](#footnote-21) They don’t include tertiary education.
* We have asked the French Ministry for Education to provide more recent data coming soon.

As far as tertiary education is concerned, please see 1.3.2.

Finally we can only estimate the number of disabled young people aged over 18 and receiving secondary or tertiary education from the number of disabled children over 18 studying at a secondary level on one side and the number of students studying at university on the other side, without any information about the second ones’ ages except the fact that the middle age for graduating from upper secondary education is 18,5 years.[[22]](#footnote-22)

### Tertiary education

The EU-SILC sample for the target age group (aged 30-34) includes the following number of people reporting activity ‘limitation’ (a proxy for impairment/disability) although the number of missing observations is larger than the number of observations for activity limitation.

Table 14: EU-SILC sample size for the target age group 30-34 versus 30-39

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Age 30-34 | | Age 30-39 | |
|  | No activity ‘limitation’ | Activity ‘limitation’ | No activity ‘limitation’ | Activity ‘limitation’ |
| EU sample | 23,851 | 2,866 | 50,496 | 6,732 |
| National sample | 1,249 | 169 | 2,633 | 395 |

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 15: Completion of tertiary or equivalent education (indicative based on above sample)

Source: EUSILC UDB 2013 – version 2 of August 2015

The survey sample is not sufficient to provide robust trend data disaggregated by gender in the narrow EU2020 target age group. In only 11 out of 28 Member States are there more than 50 observations in the sample for both women and for men in aged 30-34 who also declare impairment/limitation.

The following table is indicative at the EU level but gender trends at the national level should be treated with caution. In all Member States except Austria the achievement of tertiary education was higher for women than for men in both groups.

Table 16: Trends in tertiary education by disability (aged 30-34)

Source: EUSILC UDB 2013 – version 2 of August 2015 (and preceding UDBs)

*Fluctuations in the trend for people with impairments at national level should be treated with some caution.*

Alternative data on disability and tertiary education provided by the national expert:

The Ministry for Higher Education provides data from anonymous enquiries conducted in universities and in all the schools providing tertiary education. Students are asked if they are disabled or limited and if they benefit from adaptations regarding this handicap or this limitation. The data of the French Ministry for Higher Education[[23]](#footnote-23) we found concern all the young people having tertiary education. Overall data have been found for the university year 2014-2015. More detailed data were found for the university year 2013-2014 and are displayed in the description section1. The difficulty consists in having a repartition of the disabled students by age, which we didn’t find. During the university year 2013-2014, 18,189 students studying at a tertiary level declared disabled or limited (18 200 during the university year 2014-2015).

A survey about the becoming of former disabled students has been carried out from June 2013 and September 2014 among students who had left university between 2007 and 2013 by the research team SantESiHof[[24]](#footnote-24) the University of Montpellier with the support of the French Ministry of Higher Education and Agefiph and the participation of the SAEH, welcoming services for disabled students which have been established in the French universities since the law of 2005.

A former survey conducted from 2007 to 2011 by INSHEA[[25]](#footnote-25) under the direction of Prof. Ebersold makes it possible to compare the data with the other OECD countries.

Some of the results of these surveys were displayed in the description section.

## Poverty and social exclusion data

EU SILC data provides indicators of the key risks for people with disabilities. In addition to household risks of low work intensity, there are risks of low income (after social transfers), and material deprivation. These three measures are combined in the overall estimate of risk. The risks for older people do not include work intensity (Eurostat refers to the age group 0-59 for this measure). The survey does not distinguish ‘activity limitation’ (the proxy for impairment/disability) for children under the age of 16. Relevant data provided by the national expert is added where available.

Table 17: People living in household poverty and exclusion by disability and risk (aged 16-59)

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 18: People living in household poverty and exclusion by disability and gender (aged 16+)

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 19: Overall risk of household poverty or exclusion by disability and age (aged 16+)

Source: EUSILC UDB 2013 – version 2 of August 2015

Table 20: Trends in household risk of poverty and exclusion by disability and age (EU-SILC 2013)

Source: EUSILC UDB 2013 – version 2 of August 2015 (and previous UDB)

Alternative data on disability and risk of poverty or social exclusion provided by the national expert:

In general, the national data used to estimate risks of poverty and social exclusion in France comes from the same source as the EU-SILC estimates shown here.

France uses specific criteria of risk of poverty as well as the European indicator made of three indicators: low work intensity, low income (standard of living < 60 % of the median standard of living) or severe material deprivation.

The General Inspection for Social Affairs reported in November 2014[[26]](#footnote-26) that it was difficult to collect information about all the resources people have. Income data are available from INSEE and from DRESS as far as disabled people are concerned.

Incomes include salaries, incomes from capital, incomes from trade activities and social aids. It should be nuanced by the taxation which has different impacts on available incomes.

The General Inspection for social affairs reported that at the end of 2012, 37 % of the people benefiting from this benefit were poor regarding the French criteria of “poverty in living conditions” against 12 % for the overall population. No more recent data were found.

There are programs aimed at mobilizing and supporting disabled people to work even if they benefit from disability allowances.[[27]](#footnote-27) An experimentation has been conducted in 10 French departments and has been extended since 2014 to 30 French administrative departments.[[28]](#footnote-28)

# Description of the situation and trends in relation to each target area

## Employment

Depending on the criteria of disability (administrative recognition / administrative recognition or declaration of limited activity for at least 6 months because of handicap or disease) in 2013 the activity rate was 45% or 54% while the employment rate is 37% or 46%. Concerning the people having administrative recognition, these rates are note significantly different from the one of 2008 but since then the people who are considered as disable regarding the second criteria, the rates of activity and of employment have decreased from respectively 61% and 53%. The activity rate remains far lower than the ones notices for the overall population (72% for the activity rate, 65% for the employment rate).

From Dares in 2013 878,000 workers had an administrative recognition. By considering the criteria of administrative recognition or declaration of limited activity for at least 6 months because of handicap or disease, they were 2.579 millions.

In the scope of the compulsory employment of disabled people. in 2013 the number of disabled persons employed had increase of 6.9 % to 386,700.

Companies can employ people either directly or through subcontracting or hiring of manpower from adapted business, appropriate companies or specialized workshops.

The number of companies employing directly at least 1 disabled person has been increasing over years, from 56% in 2006 to 69% in 2011 and 89% in 2013.

From Dares, 2010, the companies having the “best” rate of disabled employed are the ones employing 200 to 499 people.

Disabled working persons are less qualified than the rest of the population. Depending on the criteria of disability, 34 or 31% of them graduated at most at lower secondary level (19 for the rest of the working the population). They were 61 or 54% in 2008 (against 52%) in 2008. Disabled people with administrative recognition more often have low qualified jobs than the rest of the population (45% of workers against 29% for the rest of the population).[[29]](#footnote-29) The rate of employed people has increased from 2010 to 2012 but is now stable.

Disabled persons can also work in a mainstream environment, in an adapted business, appropriate companies or specialized workshops.

In 2014 from ASP (Agence des services et de paiement)[[30]](#footnote-30) source there were 1,349 specialized workshops employing 119,107 disabled persons and 718 adapted companies were employing 31,547 disabled workers. Dares provides similar data.

The unemployment rate of disabled has decreased since 2008 concerning the persons having administrative recognition (22%) but it remains far above the ones for the overall population (10% in 2013).

The increase of unemployment of disabled people (+9,5 %) in 2014 was more significant than the one of unemployed people in the whole population which has increased by 6.1 % in the same period. Disabled unemployed persons represent 8.1 % of all the unemployed persons.

From Dares in June 2015 disabled unemployed people were 468,421, which represents an increase of 3.5 % in 6 months (+9.5% in one year) whereas as the same time unemployment has been decreasing by 1.2% for the rest of the population (the increasing was limited at +7.10% in one year). Anyway these data must be considered with precaution as the French Government made some changes in 2015 in the counting mode of unemployed people.

End of June 2015, 45% of disabled jobseekers were women (against 50% for the whole unemployed population), 46% were aged over 50 (against 22% for whole unemployed population), and 57% were long term jobseekers. These data have not been evolving significantly since 2013.The level of education of disabled jobseekers is lower than the one of jobseekers as a whole, only 25% of the disabled persons who were unemployed at the end of June 2015 had completed upper secondary or tertiary education (44% for the overall unemployed population).

In order to promote the employment of people having difficulties in accessing to the labour market, the French government supports contracts with private and public companies. In 2014, from Dares, 43,573 disabled persons with administrative recognition benefited from such a support, representing 9.8% of all the persons benefiting from the support. Up to June 2015, the proportion of disabled people benefiting from such contracts has been increasing to 11.1%.

Agefiph also promotes self-employment. In 2014 3,200 disabled persons created or bought a company with a specific support, 31% out of whom were women. From January to June 2015 there were 1 839 setting-up companies supported by Agefiph, which is 12% as the same period in 2014.

Generally speaking, Agefiph is engaged in overall accompaniment of insertion into the labour market as the same time as France is involved of accompaniment of most vulnerable persons into the labour market as reported in the National Reform Program . It supports Capemploi which in charge of the accompaniment of people registered. In 2014 they have placed 74,795 persons, 1.9% more than in 2013. From January to June 2015 it has placed more than 54,000 as a whole, which represents progression of 4.6 % in one year.

From Agefiph sources it is difficult to estimate the number of people who are fired because they reveal unfit for their job but a survey conducted in 2010 by Dujin and Maresca shows that in many cases Doctors pronounce inability because of the increasing difficulties in working conditions. That’s why Agefiph also supports job keeping in such situations, which consist in adapting the working situation to the situation of the employed person or in finding another job for him/her in the same company. Sameth (Service d’Appui au Maintien dans l’Emploi des travailleurs handicapés) is in charge the adaptation of working situations. In 2014, from Agefiph, it made it possible for 89 % of people who were declared unable to keep their job (Agefiph, 2014). Job keeping has increased by 11 % from 2014 to 2015 considering the period of January to June.

A text voted in November 2014[[31]](#footnote-31) obliges companies to elaborate job keeping plans.

## Education

Generally speaking, the disabled persons aged 15-64 are older (54 % are more than 50 against 31% for the overall population) and less qualified (40 % of the men without administrative recognition to 47% of the women with administrative recognition have no degree ore at most graduated at lower secondary level against 28 % of the overall population) than the overall population.

The analysis of the structure per age of children and adolescents having school/tertiary education shows that much more disabled children leave school after the age of 14. But this is to consider with caution because the data about disabled children can also reflect the fact that some of the children no more considered as schooled disabled children after this age may have left their disability recognition without leaving school. However the data, even corrected by the rate of evolution of administrative recognition, are significantly different from the ones of the overall population, especially after 16 years.

It is also important to point out the fact that the schooled population of specialized institutions continues to increase with age until the age of 15 and decreases slower after the age of 15 years. However, from the age of 17, and especially from the one of 18, the schooled population decreases much more significantly for disabled adolescents than for the overall population. After 18, for the whole schooled adolescents we have to consider the ones going to the university.

Finally we can say regarding 2010-2011 data that the proportion of disabled students aged over 18 having education (not considering the level) regarding the whole disabled schooled population can be estimated 2,1 times less the proportion of all the students aged over 18 having education regarding the total number of students, In other words the ratio of students aged over 18 regarding the total number of students is 2,1 times less as concerns disabled young people than as concerns the whole population.

Actually this partly results from the fact that the specialized institutions were keeping educating 9 980 adolescents aged over 18 years whereas 16,505 adolescents aged over 18 are were schooled in ordinary schools or universities, out of which 12,052 at a tertiary level, whereas before the age of 18 the number of disabled children having education in an ordinary school was 2.7 times the one of children having education in a specialized institution.

However this should be nuanced by the fact that the number of schooled children have been increasing over years mainly because of the increasing recognised situations. We’ll try to make estimations regarding this evolution with update data as soon as they will be available. However we should also consider the fact that a part of the disabled people aged over 18 may have given up their disability recognition.

During the university year 2013-2014, 18,189 students studying at a tertiary level declared disabled or limited (18 200 during the university year 2014-2015), 90% of whom were studying in a university. 76.3 % of them were studying for a Bachelor degree, 22.6 % for a Master degree and 1.1 % for a PhD whereas 63.9 % of the whole students were studying for a Bachelor degree, 30.1 % for a Master degree, 6.1 % for a Doctorate. The repartition of students per degree prepared has been the same since 2009.

The proportion of students studying literature, languages and human sciences is 35.7 % against 32.3 % for the whole students. The proportion of students applying for a degree in health sciences is 4.2 % against 9.7% for the whole students. A higher proportion is studying in a polytechnic (12.3 % against 9%).

As far as vocational training is concerned the AGEFIPH reports 5,709 work-study contracts, which represents a 20% increase in 2014. From Agefiph as well as from Dares the number of contracts of apprenticeship in 2014 was 2 600 (+6%). 17% of them were signed with unemployed persons. 10% of them had completed tertiary education, 15% had graduated from upper secondary education and 27% from lower secondary education. 48% had no diploma. 18% were about to graduate at a tertiary level, 15% at a upper secondary level and 65% and 65% at a lower secondary level. The number of professionalizing contracts reported by Agefiph in 2014 was 3,140 (+34%), Dares indicates that 2,700 new contracts were signed in 2014 with disabled workers who had an administrative recognition. Although these contracts are mainly intended to young people, respectively 49% and 28% of the new contracts concerning disabled people were signed with people aged 26-44 and over 45. 59% of them are going to get a secondary education degree (30% upper, 29% lower). 57/58% of these contracts benefit to persons aged 26-49. As mentioned in the National Reform Program, disabled workers are entitled to extend their profesionalizing contracts to 2 years.

From Afpa and ASP (Agence de services et de paiement), Dares reports that in 2013 49 700 **unemployed** persons with administrative recognition of their disability entered training, 57% of whom were men and 43% women and 47% of them were aged 26-44. This is 30% more than in 2009 and it rises a bit more quickly than for the whole unemployed population (+ 27%).

Dares (Direction de l’animation de la recherché, des études et des statistiques) deals with and provides INSEE data about disabled people aged 15-64 years. Depending on the criteria of disability, 11 % (men with administrative recognition) to 19 % (women with or without administrative recognition) of people aged 15-64 years completed tertiary education while respectively 45% to 42% of them have at most lower secondary education (to be compared with the data for the whole population aged 15-64: 27% of the men to 31% of the women completed tertiary education, 28% have at most lower secondary education).

From SantESiHof 18% of the responding persons had completed secondary education at the middle age of 18.5 years, which equals the national average. 76% of them had graduated at a Bachelor level whereas from Insee the proportion of students who were studying at the university from 2004 to 2010 and have completed a Bachelor degree is around 40%.[[32]](#footnote-32) Anyway there is a bias in the calculation of disabled students who completed tertiary education due to an overrepresentation of these students in the responding students.[[33]](#footnote-33) 3/5 former students declared their disabilities had influenced their orientations. At the end of their studies, 88% wanted to get a job, 51% of them were accompanied by Pôle Emploi, Cap Emploi or insertion helping association. At the date of the enquiry, 59% of them had a job, 10% were having training and 32% had no professional activity, 30 % of whom were not seeking for a job. As far as the rest of the whole population is concerned, 11.5 % of the young people who had left tertiary education one to four years before were unemployed in 2014.

## Poverty and social inclusion

Data show that the employed disabled people are older and less educated than the whole employed people, which drives to less qualified jobs for disabled people.

Moreover, depending on the criteria of disability, 26 to 30% of disabled employed people have a part-time job (18% for the whole population) be it because they can no longer work because of their impairment, or because they need special human support for transportation to their workplace, or for other reasons, which means that finally disabled people are low paid.

People with disabilities are entitled to a benefit that is close to the average minimum income (€1,000) when their disability is considered over 80%. This part of the population has a lower risk of poverty. However persons (their number is growing because of cost-reduction policies) whose disability had been assessed under this rate, were entitled to a lower benefit, which was supposed to compensate the fact that the disabled working persons earn less than the valid persons and which sometimes almost amounted to the RSA (minimum social income, about €400). This group of population was at risk of living in poverty, especially for those who are unemployed. The General Inspection for social affairs reported that at the end of 2012, 37 % of the people benefiting from this benefit were poor regarding the French criteria of “poverty in living conditions” against 12 % for the overall population. But it is less than for the people who benefit from RSA (67 % are considered as “poor in living conditions”).

Concerning the persons who get unfit, they allowed a benefit based on the salary they had earned before getting unfit and on their degree of limitation of activity. It varies from 30 % to 50 % of the salaries earned during the 10 preceding years with a minimum of € 280 and a maximum of € 1 564 and can be completed by another benefit. We generally tend to assess only the person’s “limitation of activity” to calculate the benefit and not to consider the limitation of the labour market for employing the requested quotas of people with disabilities. This results in persons being allocated a small allowance while they are not likely at all to find a job in the current labour situation.

This is especially significant concerning people with mental health problems who experience great difficulties in keeping their jobs because of the irregularity of their abilities.

Experience are developed to promote working of disabled people who benefit from disability benefit, making it possible for example to cumulate their benefit and their salary.

On top of that, we have to consider another impact of the economic crisis which results in a reduction of the allowance of compensation benefits which, by law, should be given according to the person’s project or specific needs. For the same reason expenses for special technical or medical devices are no longer paid back in the same way by the social security system. From a 100% refund, it has lowered in some cases to 50%. In addition, the price of many devices has increased.

The trend is to reduce all costs, even if the monthly benefits have increased by 1% in the recent years.

The population made up of people with disabilities is a very heterogeneous group, with very different impairments leading to very different education opportunities that impact in turn their social inclusion. Because of the crisis, social inclusion now has a high cost in transport, housing, heating, human support, access to culture and leisure activities. Everything has become more expensive and this makes independent living a difficult issue for many people who are now facing poverty and sometimes great poverty. Far from being “independent” they are now “depending” on distribution of meals, buying in social shops, living in their unheated home or depending on their family.

The present trend of reducing the financial resources of service providers deprives people with disabilities of access to the amount of services they need. This trend makes them “dependent” on their friends, neighbours and family.

Like other groups of population, for people with disabilities poverty means exclusion and a loss of participation in social life and of human dignity.

# Assessment of policies in place to meet the relevant headline targets

## Employment

Many measures have been taken in order to promote the employment of disabled people and the effort to support employment has been concentrating on the disabled persons over the last past years.

In spite of the increase of the number of employed disabled persons in companies that are subject to quotas (the number of new contracts has deceased a bit in 2013), the proportion of disabled people employed by companies has been increasing slowly over years.. It has been increasing faster and is higher in the public sector (4.9% on 2013 1st January, 4.64% on 1st January 2012) than in the private sector (3.3% in 2013, 3% in 2012, 3% in 2011).[[34]](#footnote-34)

However it remains far from the national objective of 6%.

Companies not respecting the law concerning their obligations toward employment of disabled persons have to pay a contribution to Agefiph. From Agepfiph data the number of contributing companies has been decreasing over years, which is an indicator of progress in terms of respect of obligations regarding the employment of disabled people. But in 2013 it increased for the first time since 2009.

To respect the quotas of employment companies can subcontract withadapted or protected companies, which is an alternative to direct recruiting.

The Malakoff survey points out the fact that many programs have been implemented to make it possible for companies to optimise the Agefiph contribution but disabled associations declare disabled persons do not benefit from these programs.

The number of job keeping remains week (17,000 in 2013) in comparison with job loosing because of people being declared unfit to their jobs (estimated 120,000 per year).

Finally, unemployment has been increasing dramatically for disabled people.

Following the national conference on disability of December 2014, decisions were made to promote the strategy of accessibility. The National Reform Program 2015 recalls the conformity of France’s strategy with the European Strategy concerning disability.

The decisions concerning employment included in the roadmap were the following ones:

* adapted business will have specific targets in matters of access to employment for disabled persons.
* the strategies of rehabilitation centers will have to better integrate local labor markets.

The French Court of Auditors (called “Cour des Comptes”) also calls to increase surveys on disabled persons.

The state will also take account of disability in the various branch agreements.

In matters of employment, the most important supports are in the academic and vocational training Companies also have to adapt the diversity.

## Education

The number of disabled students getting tertiary education keeps growing. However the proportion of disabled adolescents aged over 18 having tertiary education remains week regarding the proportion of total adolescents over 18 having tertiary education. The number of disabled adolescents aged over 18 at tertiary level is just a little bit more than the one of disabled adolescents aged over 18 being educated in a specialized institution whereas the number of children in ordinary schools are more than 3 times the ones being educated in a specialised institution.

The level of tertiary education of disabled students remains stable.

Apprenticeship may be a good opportunity for disabled persons who have left school to compensate their lower level of education, as it is considered generally speaking for all the early school leavers in the National Reform Program. In the scope of the National Reform Program, measures were taken to develop vocational training in general, with an objective of an increase of 50 % of the number of apprentice students in public schools and concentrating the effort on vulnerable populations.

In spite of the growing level of education of disabled people, it has been growing more slowly than for the whole population, so that the difference of education between disabled and non-disabled persons have been keeping growing for years.

Following the National conference of November 2014, many decisions were taken. The supports will be reworked on to increase efficiency. End 2014, 77 % of the French universities were engaged in the elaboration of directing scheme concerning disability and 10 % already have adopted it. As part of the accompanying plan towards employment, specific university services will be developed, such as human assistance. In addition, specific doctoral supports will be provided.[[35]](#footnote-35)

In tertiary education, accessibility to digital services and pedagogical accessibility is being strengthened.

In initial training, ONISEP[[36]](#footnote-36) will offer new online services. Counselors also answer questions about career choices.

Moreover, the post-baccalaureate admission online portal has made a specific webpage of information for future disabled students to help them make their choice.

To break barriers between mainstream and specialized schools and institutes, joint training programs are being developed for the people in charge of the education of disabled children in ordinary schools and institutes and 100 special classes are supposed to be relocated into ordinary schools, which should drive to the relacalisation of 300 special classes.

Generally speaking the French government has invested much in the training about disability.

## Poverty and social inclusion

The fact that most of the time disabled people have less qualified and less paid jobs may drive them to prefer not working and satisfy with their disability allowance. It is now allowed to cumulate the Benefit for disabled persons with labour incomes but only to a certain extent. In the scope of the National Reform Program and of the fight against poverty disabled people are now entitled to a minimum income of € 800 per month.

However on the one side the criteria to get benefit don’t consider the labour market and the other side income cumulating should be more incentive.

In addition to the benefit disabled persons can get, there are tax intensives concerning them. The court of accounts noticed that it favoured inequalities among families in which there is a disabled person as the gain is more significant for families with high income.

The problem with non-discrimination principles in French law is that it supposes that people have the same competences. But as shown above, disabled persons are generally lower educated than the whole population and it is more difficult for them to maintain in a job. Quotas are not efficient to prevent disabled people from discrimination because they only compensate their disability status. It is important to put emphasis on the adaptation of environment work. In the scope of the promotion of work of disabled persons it is important to put emphasis on the add-value of employment of disabled people.

The charge of expenses for special technical or medical devices supported by the disabled persons is difficult to valuate because of the superposition of measures and because the lists of expenses that are eligible to financial support are not always the same ones.

In matters of fighting against exclusion and poverty, several decisions were taken. Firstly, a law was voted to prevent some people, including disabled person, from the advance on costs in case of access to healthcare. Secondly, the government decided to extend the allowance for disabled people from 2 to 5 years. Furthermore, a National Campaign will be released to promote inclusion and universal accessibility. In addition, local health agencies and disabled persons agencies will send their decisions in “easy to read and understand”. Disabled persons agencies were asked to give double decisions concerning the orientation of disabled persons making the difference between what would be better and what is actually and currently feasible. The practices of disabled persons agencies are being currently studied, information systems about decisions are being adapted to be more efficient, especially concerning the children and their schooling, contracts are proposed to administrative services to share data and cooperate more efficiently, disabled persons and disabled persons’ families are being associated to training programs addressed to professionals in charge of disabled persons, administrative services in charge of financial help for specific human support or technical devices will be allowed to pay the suppliers directly, a survey will be carried out in 2016 to assess the mobilization of French society toward the inclusion of disabled persons. Specific data concerning women will be produced.

In the scope of the recommendation of simplification of the taxation system, the inequalities among families including a disabled person could be reduced.

## Synergies between developments in the different areas

In France, academic and vocational trainings aim to increase employability in the fight against social exclusion and poverty. Thus, in the three targets, the securing of pathways is possible thanks to human support. Finally, inclusive policies must change how people perceive disability.

# Review of the European Semester from a disability perspective

## Progress on disability-specific Country Specific Recommendations (CSRs)

There were no disability-specific CSRs and disability was not mentioned in the Recommendation of the Council.[[37]](#footnote-37)

## Progress on other CSRs from a disability perspective

The five Recommendations deal mainly with managing the deficit. This includes recommendation to make savings on social security and local government, as well as the pension systems. Reform of the unemployment benefit system is also recommended, advocating greater ‘incentives’ to employment. It is not immediately clear how such changes could affect disabled people but it will be important to monitor the effects from a disability perspective – as disabled people may be more dependent on benefits and local government services.

## Assessment of disability issues in the Country Report (CR)

The 2015 Country Report makes no reference to disability/handicap anywhere in the text.[[38]](#footnote-38) This could be substantially improved by drawing on data and evidence presented in the ANED country reports. The chapter on labour market, social policies, skills and education (p. 45) refers to the increasing ‘active’ population and high unemployment. It points to active labour market policies and youth unemployment, as well as older jobseekers.

The social situation is described as better than the EU average, while acknowledging that significant inequalities exist (p. 47). This is true also for disabled people in France, whose poverty risk appears lower than the EU average but is significantly higher than the general population. The CR refers to data on gender and non-EU citizens but not for disabled people.

In addressing educational priorities, such as low educational qualification or vocational training (p. 48-49) it would also be possible to point to disabled young people as a significant group at risk.

# Assessment of the structural funds ESIF 2014-2020 or other relevant funds in relation to disability challenges

Currently, we are unable to provide a thorough analysis on this issue. However we can give some data. Thus, on December 15, 2014, 10.9% of the projects funded by structural funds were in the “social inclusion” category, including disabled persons.

Let us take a regional example: in the Nord-Pas-de-Calais region, (we do not have national data for now), there were 7,700 projects funded. Only 23 were on disability and 6 on employment for disabled workers. In Ile-de-France, by contrast, most funded projects focused on employability.

Territorial differences seem important and it could be interesting to give more or less funds depending on regional needs.

The ESIF Partnership Agreement includes lines on Tackling unemployment (in particular youth unemployment) and Poverty reduction (improved access to services and supports to the social economy). This includes investment in ‘the integration of vulnerable minorities’, although the adopted text does not refer to disability (handicap) directly.[[39]](#footnote-39)

# Recommendations

In the scope of the economic crisis and of a high social risk, it is particularly important to point out the advantage of inclusion. Company managers should be trained and supported toward a proactive attitude in diversity management. This could include information about all the advantages the labour market as a whole could receive from the experience of disabled people.

Also as preventive measures it is important to improve their knowledge of the needs of compensation.

These measures could be included into the recommendations regarding the reinforcement of adaptation of French companies.

As for job retention, it could be useful to train the syndicate delegates about disability in order that they invest more in job keeping for people who get unfit. This target could be included in the improvements of social dialogue which were recommended in the CSR 2015.

The human support for employment should be continued, involving the company managers.

It could be interesting to carry out a survey on specific disabilities. For instance, persons with mental disabilities have specific problems that other persons with other disabilities do not have.

Generally speaking the culture of difference will take root at school and inclusive school is particularly important. Statistics show the growing part of ordinary school in the education of disabled children. However attention must be paid to the fact that part of these children are schooled in specialized classes and what is important is the interaction between the children in normal classes and the ones in ordinary classes. Also it is important to develop interactions between specialized institutes and ordinary schools, including cooperation of professionals. Joint training programs are a good opportunity. Specialised institutes dispose of important means of supporting disabled children, a relocation of these means into ordinary schools could participating in supporting and promoting inclusion. It is also very important is to put emphasis on the education of disabled adolescents and adults who have not benefitted from the progress of inclusive school and to accompany them until employment.

Generally speaking cooperation between persons in charge of disabled persons has been entered into and should drive to more efficiency and to cost reductions. Disabled persons could also take advantage of a simplification of administrative procedures and of the taxation systems as they were recommended to France.

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