



Paris – 2 July 2015
**IV Annual Conference of ALTER - European Society for
Disability Research**

**The (non)comply with the obligation to employ 6%
of disabled workers in the public sector in France**
Secondary analysis of French surveys : HSM 2008 and MAD of
the labor force survey in 2011

Béatrice Valdes Beatrice.Valdes@ehesp.fr





Paris – 2 juillet 2015
**IV Annual Conference of ALTER - European Society for
Disability Research**

**Le (non)respect de l'obligation d'emploi de 6% de
travailleurs handicapés dans la fonction publique
en France**

**Analyses secondaires des données des enquêtes nationales
HSM 2008 et MAD de l'enquête emploi 2011**

Béatrice Valdes Beatrice.Valdes@ehesp.fr
Enseignant chercheur EHESP, département SHS
CRAPE (UMR 6051)



➤ Evolution of the legal framework:

Evolution :

- In the past (for a long time), a medical conception: disability was considered in terms of difficulties related to a disease
- Then a **social approach** of disability, with the consideration of the environment (Barral, 2007 ; Blanc, 2006 ; Chapiro, 2001; Rioux, 1997)
- activating social roles (Wolfensberger, 1991), promoting **social participation** of people with disabilities (Azéma et Martinez, 2003 ; Brousseau et Carnein, 2006 ; Ebersold, 2002 ; Ebersold, 2005 ; Vergoz, 2010)
- Importance of work for people with disabilities (Zribi, 1996 ; Rapport Chossy, 2011)

=> laws

➤ **This study is part of a largest research program:**

Sharing best Practice and Research Program (2012-2016)

« Employment of people with disabilities in the public sector »

(partnership between EHESP and FIPHFP)

Work-package 1 - Highlighting innovative initiatives for helping people with disabilities into

Work-package 2 - Developing management practices for ongoing changes in social and medical-social institutions and services - coordinated by the GEPSO

Work-package 3 - Encouraging European and international exchanges

Work-package 4 - Promoting research and professional professional practices for helping people with disability into work and to retain a job

➤ **A lack of data** (Velche, 2006 ; Ravaud, 2014):

➤ Some studies of the employment of people with disabilities at the national level (AGEFIPH et FIPHFP, 2012, AGEFIPH et FIPHFP, 2008 ; Amrous et Barhoumi, 2012 ; Amrous et al., 2013)

➤ But **very few** are focused on the employment of people with disabilities, specifically on the **public sector** (DGAFP, 2006)

➤ **Some studies** have been carried in the context of the **territorial public service** (Emploi-collectivités.fr, 2010 ; Observatoire de l'emploi, des métiers et des compétences de la fonction publique territoriale, 2010), but from the **perspective of employers**

⇒ **An essential first scoping phase**

⇒ « *A consistent approach requires the production of a workforce diagnosis (...) and the difficulties encountered to reach the mandatory employment rate of 6%* » (translated from CNFPT, 2010)

➤ **The data used**

A statistical analysis based on two data sources:

- The **Handicap-Health Survey – Household component (HSM)** of **2008** (INSEE & Drees)

39 000 persons aged from 15 to 74 years in France living in an ordinary household (with an over-representation of people with disabilities)

- The Employment Survey of **2011** - **ad hoc module (MAD)** which is part of the "Labour Force Survey " defined by the European Union (INSEE)

108 000 persons from 15 years or more responding every 3 months

With the help of a trainee: **Eva Labbé** - Student of Master in Statistics-Econometrics course public statistics (University of Rennes 1 and ENSAI)

➤ **The quota of 6% is not reached**

= people with an administrative recognition of the disability allowing them to benefit from the obligation of employing disabled workers

With MAD:

	Public Sector	Private Sector
% of people with disabilities	5,04%	4,93%
% of men with disabilities	5,10%	4,62%
% of women with disabilities	5%	5,30%

With HSM:

	Public Sector	Private Sector
% of people with disabilities	2,64%	2,76%
% of men with disabilities	3,60%	3,06%
% of women with disabilities	2,01%	2,36%

➤ The quota of 6% is not reached

Legal employment rate is the ratio between:

- Firstly, the beneficiaries of the employment obligation and equivalent beneficiaries,
- And secondly, the physical total paid workforce.

Legal employment rate of disabled people in the public service

	Campagne 2006 01/01/2005	Campagne 2007 01/01/2006	Campagne 2008 01/01/2007	Campagne 2009 01/01/2008	Campagne 2010 01/01/2009	Campagne 2011 01/01/2010	Déclaration 2012 01/01/2011	Déclaration 2013 01/01/2012
	Taux d'emploi légal	Taux d'emploi légal	Taux d'emploi légal	Taux d'emploi légal	Taux d'emploi légal	Taux d'emploi légal		
FPE*	3,72 %	3,88 %	3,99 %	4,12 %	3,10 %	3,31 %	3,33 %	3,56 %
FPH	3,78 %	4,08 %	4,45 %	4,68 %	4,83 %	4,99 %	5,10 %	5,20 %
FPT	3,73 %	4,17 %	4,41 %	4,62 %	4,86 %	5,10 %	5,32 %	5,66 %
Total FP	3,74 %	4,00 %	4,21 %	4,38 %	3,99 %	4,22 %	4,39 %	4,64 %

Sources : FIPHFP, 2012

FIPHFP, 2015

➤ The quota of 6% is not reached

= people with an administrative recognition of the disability allowing them to benefit from the obligation of employing disabled workers

MAD: 4,79% of people aged from 15 to 64 years in metropolitan France living in an ordinary household

Type of recognition*	Number	Percentage (%)
Recognition of disabled worker status	1130918	58,94%
Invalidity pension	755008	39,35%
War-disabled	11027	0,57%
Invalidity card	761367	39,68%
ATMP pension	365458	19,05%
AAH	667110	34,77%
PCH **	115204	6,00%
Others **	125017	6,52%

* Several types of types of recognition can be declared by the same respondent so the total exceeds 100%

** Persons holding only the PCH and those who checked only modality "other disabilities recognitions" are excluded from the population recognized disability. Indeed, only, disability compensation benefit (PCH) is not eligible to the obligation of employing disabled workers. Moreover, apart from the list presented in the questionnaire, no further recognition entitles the obligation of employing disabled workers.

Total number of recognition declared per person	Number	Percentage (%)
1	731988	38,15%
2	537430	28,01%
3	355327	18,52%
4 or more	293947	15,32%

➤ **The quota of 6% is not reached**

= people with an administrative recognition of the disability allowing them to benefit from the obligation of employing disabled workers

MAD: 4,79% of people aged from 15 to 64 years in metropolitan France living in an ordinary household

HSM: 5,27% of people aged from 15 to 64 years in metropolitan France

=> **Different results but same trends**

➤ **The quota of 6% is not reached**

= people with an administrative recognition of the disability allowing them to benefit from the obligation of employing disabled workers

MAD: 4,79% of people aged from 15 to 64 years in metropolitan France living in an ordinary household

HSM: 5,27% of people aged from 15 to 64 years in metropolitan France

⇒ **Question of the determination of the quota at 6%**

5% in Germany (public and private), Hungary, the Netherlands

4% in the Czech Republic, Romania

3.2% in Slovakia

3% for the public in Ireland

2% in the private sector in Spain (3% in the public?)

No quota in Denmark, Finland and Sweden

➤ **The quota of 6% is not reached**

⇒ Question of the definition of a person with disabilities

⇒ Different methods

➤ Characteristics of persons with disabilities working in the public sector in France

More men among workers with disabilities?

With MAD:

	Public Sector		Private Sector	
	Without disabilities	With a disability	Without disabilities	With a disability
Sex				
Men	41%	40%	50%	54%
Women	59%	60%	50%	46%
Total	100%	100%	100%	100%

With HSM:

	Public Sector		Private Sector	
	Without disabilities	With a disability	Without disabilities	With a disability
Sex				
Men	39%	54%	57%	63%
Women	61%	46%	43%	37%
Total	100%	100%	100%	100%

➤ **Characteristics of persons with disabilities working in the public sector in France**

Older

With HSM:

	Public Sector		Private Sector	
	Without disabilities	With a disability	Without disabilities	With a disability
Age				
15-24	5%	2%	11%	6%
25-29	11%	7%	12%	6%
30-39	26%	26%	27%	22%
40-49	29%	36%	28%	36%
50-64	28%	28%	22%	30%
Total	100%	100%	100%	100%

With MAD:

	Public Sector		Private Sector	
	Without disabilities	With a disability	Without disabilities	With a disability
Age				
Part of the 50 years old or more	31%	55%	29%	54%

➤ **Characteristics of persons with disabilities working in the public sector in France**

A lower level of diploma

With HSM:

	Public Sector		Private Sector	
	Without disabilities	With a disability	Without disabilities	With a disability
Level of diploma				
Without a diploma	10%	24%	16%	33%
Brevet des collèges	5%	8%	6%	7%
CAP-BEP	24%	33%	35%	39%
Technological or vocational Baccalaureate	5%	3%	6%	6%
General Baccalaureate	11%	9%	6%	4%
Baccalaureate +2 years	15%	8%	15%	7%
Baccalaureate +3 years or more	29%	14%	16%	4%
Total	100%	100%	100%	100%

➤ **Characteristics of persons with disabilities working in the public sector in France**

A lower level of diploma

With MAD:

	Public Sector		Private Sector	
	Without disabilities	With a disability	Without disabilities	With a disability
Level of diploma				
Without a diploma	12%	11%	17%	18%
Brevet des collèges	6%	8%	7%	7%
CAP-BEP	22%	19%	26%	26%
General Baccalaureate or Professional	17%	19%	20%	22%
Baccalaureate +2 years	16%	11%	14%	13%
Baccalaureate +3 years or more	27%	31%	15%	14%
Total	100%	100%	100%	100%

➤ **Characteristics of persons with disabilities working in the public sector in France**

More often of category C

With HSM:

	Public Sector	
	Without disabilities	With a disability
Category		
A Category	22%	9%
B Category	32%	20%
C Category	46%	70%
Total	100%	100%

With MAD:

	Public Sector	
	Without disabilities	With a disability
Category		
A Category	13 %	15%
B Category	18%	8%
C Category	42%	77%
Total	13 %	15%

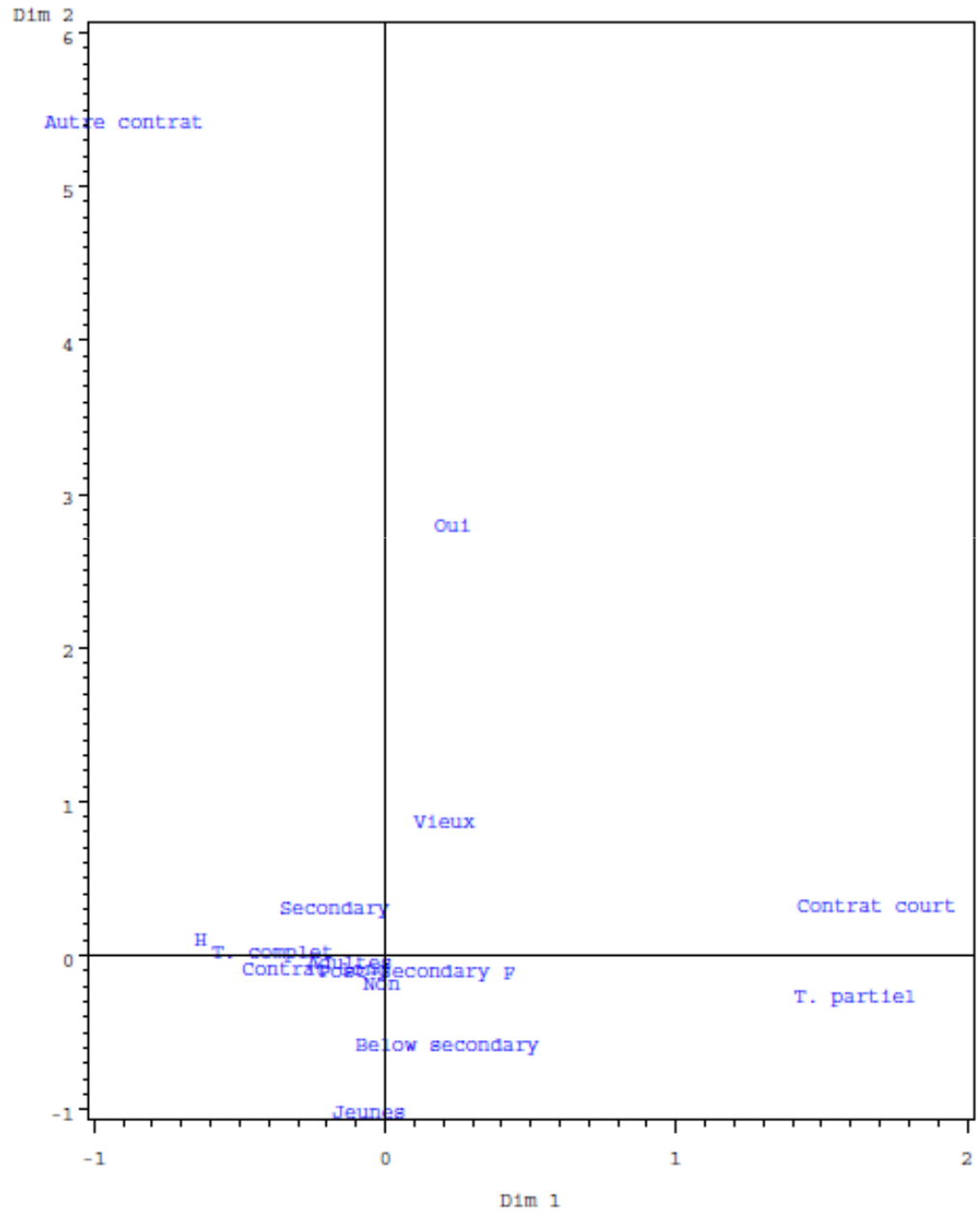
➤ **Caractéristiques des personnes handicapées travaillant dans le secteur public**

More often at part time work

With HSM:

	Public Sector		Private Sector	
	Without disabilities	With a disability	Without disabilities	With a disability
Working time				
Full-time jobs	80%	76%	86%	75%
Part-time jobs	20%	24%	14%	25%
Total	100%	100%	100%	100%

➤ Some results



➤ Some results

Analyse des estimations du maximum de vraisemblance							
Paramètre		DDL	Estimation	Erreur type	Khi 2 de Wald	Pr > Khi 2	Exp(Est)
Intercept		1	-4.0609	0.00803	255491.957	<.0001	0.017
sexe2	H	1	-0.00484	0.00466	1.0779	0.2992	0.995
age2	Adultes	1	0.9775	0.00796	15062.7919	<.0001	2.658
age2	Vieux	1	1.7040	0.00766	49493.5497	<.0001	5.496
nivo	Below secondary	1	0.1665	0.00627	705.7437	<.0001	1.181
nivo	Post-secondary	1	-0.0152	0.00503	9.1758	0.0025	0.985
quotit	T. partiel	1	-0.2889	0.00630	2105.0070	<.0001	0.749
STATUT2	Autre contrat	1	-11.3872	13.5432	0.7070	0.4005	0.000
STATUT2	Contrat court	1	0.3327	0.00636	2734.8845	<.0001	1.395

➤ **Characteristics of persons with disabilities working in the public service of the State (Fonction publique d'Etat) in France**

With HSM:

	Public service of the State	Territorial public service or Hospital public service
% of people with disabilities	2,32%	3,13%
% of men with disabilities	3,12%	4,51%
% of women with disabilities	1,71%	2,40%

➤ **Thanks for your attention**

Béatrice Valdes: lecturer and researcher in Demography,
Departement of Human and Social Sciences,
French School of Public Health (EHESP).

Beatrice.Valdes@ehesp.fr