

Developing an inclusive labour market in France and in Europe



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Mrs Sylvie Guillaume

Vice-President of the European Parliament (MEP)

Mr Albert Prévos

President of the CFHE

Mr Luk Zelderloo

General Secretary of European Association of Service Providers for People with Disabilities (EASPD)

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WELCOMING SESSION



Mr Emmanuel Constans
President of LADAPT

Mrs Sylvie Guillaume
Vice-President of the European Parliament (MEP)

Mr Albert Prévos
President of the CFHE

Mr Emmanuel Constans: Ladies and gentlemen, dear friends, hello everyone and thank you for coming to this international conference for the employment of people with disabilities organised by LADAPT. Thanks to all the personalities, experts, representatives of the European institutions and companies for agreeing to contribute to the work that we are doing today. Thank you to the UNESCO House for welcoming us to these magnificent premises, which show the importance that this institution places on the issue of disability and the employment of disabled people.

First of all, I would like to thank Ms Sylvie Guillaume, Vice-President of the European Parliament, who will officially open this conference in a few moments. Sylvie Guillaume has been working with LADAPT on employment and disability issues at a European level for several years. We are very grateful to her. She has welcomed us several times in Brussels with a delegation of companies and people with disabilities, and today she has agreed to come back, which really is extremely nice of her. Ms Guillaume plays a very important role in the European Parliament and has demonstrated a dynamic attitude and great expertise in defending people with disabilities and promoting effective action in this area at a European level and in the Member States. It is thanks to you that the European Parliament, and beyond that, many institutions and organisations at the level of the Member States, are advancing the cause for which we are fighting. Thank you very much for being with us today.

Thank you also to Mr Albert Prévos, President of the French Council of Disabled Persons for European Issues, who will be speaking shortly.

Thank you to our friends at EASPD, who are here in force, thank you Mr Vice-President for being with us, and of course Luk Zelderloo, who will be hosting the first round table in a short while.

Thank you to all LADAPT's partner companies, who are represented here today.

We are on the eve of European Disability Employment Week (EDEW), which enjoys the high patronage of the President of the Republic, the President of the European Parliament and the President of the European Commission. It's hard to imagine how we could have done better in terms of the authorities that sponsor us. The sponsor of this Week is Marie-Anne Montchamp, a former minister, whom we can thank for the 2005 law on the citizenship of people with disabilities. This week will run from 14 to 20 November, starting next week, in Paris and all over France. This is also the second European Disability Employment Week for our

European partners, so at this very moment, a Jobdating© event is taking place in Belgium, organised by LADAPT, by the Belgian agency for quality of life, AVIQ, whom we met last year, and by EASPD.

In Rome, on 18 November, we will be taking part in a joint action campaign with Scuola Viva. And on November 30, the Emplea Foundation will be running a Handicafé© on the occasion of the congress on inclusive employment that this foundation organises in Spain.

The Europe of action for disability employment is being built stone by stone, and it is important to move ahead with a sense of continuity. At LADAPT, we are fighting for the inclusion and employment of people with disabilities based on the rights of people with disabilities. These rights are absolutely essential, and we must recognise and enforce them more effectively, in accordance with the International Convention on the Rights of Persons with Disabilities (ICRPD). LADAPT has based its new association project for the years 2016-2020 on these rights, which is a great innovation.

Today we are offering you a European day with a series of round tables on disability recognition on the one hand, and then issues of employment and in particular supported employment on the other. The latter is a great innovation in France, thanks to the employment law passed last August which introduced the concept of supported employment for people with disabilities into French law for the first time, and LADAPT fought hard for that. This is a legislative framework, it is there, the decree is being prepared, everyone is paying attention to it, and LADAPT and our General Manager are taking great care to ensure that the text properly reflects the aspirations of the companies and people with disabilities. The Employment Minister, Ms El Khomri, will in fact be coming to tell us about it at the end of our seminar this afternoon. There you are, ladies and gentlemen, I will hand over to Ms Sylvie Guillaume, Vice-President of the European Parliament, to open our conference. Thank you.

Mrs Sylvie Guillaume: Thank you very much for this very flattering welcome, which I'm not sure I deserve.

I think the praise should be shared. You know that I have been by your side for a long time, and my support for you goes back quite a long way, and in the provinces, too. I have to share this praise with other European parliamentarians because in political life we have fixed-term contracts, and at the European Parliament, too, these fixed-term contracts can sometimes end suddenly, so the idea is to be able to pass things on to others, and for that we have to be able to share information. The idea is to create enough of a critical mass of committed parliamentarians, to share our ideas with others, and if necessary to be able to hand over to

others so the work can be continued. This is where I stand in the European Parliament. I also wanted to thank you for this concretisation, this long-standing partnership that we maintain and which enables us to meet and take stock regularly.

I have a few things to tell you in terms of information. Perhaps a look back to say that in this ongoing relationship, there have been a number of dates and actions that can be seen as milestones. For the last four years, I would say. In 2013, the idea was to defend the rights of people with disabilities in the field of employment and non-discrimination. To summarise, in 2014, we began a concrete cooperation with partners in the economic world and people looking for work. In 2015, this project progressed as stakeholders from diverse backgrounds came together to work on the concerns of people with disabilities, with business leaders, employers' federations, European trade unions, service providers and representatives of the public authorities. And today, we meet again to discuss this issue of inclusive employment in Europe, in the context of an economic model which is changing in a general sense, and is also changing in the area we are talking about. The economic model must incorporate this concept of supported employment, look at practices in terms of human resources and see how they should evolve. Therefore, one stage of this partnership has been completed, and I am proud of that. This partnership has made it possible to construct a framework to secure careers based on a European programme. Well done again for this great result.

However, if we dwell for a moment on the matter of disability employment in Europe, we can see that the situation is quite alarming, like last year and probably the years before that. I won't overwhelm you with figures, but I will give you a few as an illustration. Only around 48% of disabled people are employed in Europe, versus 72% of people without disabilities. Although as you can imagine, the situation varies by Member State.

At an EU-wide level, the employment rate among severely disabled people is 28%, 56% for people with more moderate disabilities, and 72% for people without disabilities. And the employment rate, as I always stress, the employment rate for disabled women on an EU-wide scale is 44%, which is considerably lower than that for women without disabilities, which is 65%. There is a kind of double disadvantage for disabled women. Furthermore, unemployment is obviously closely linked to the situation of poverty and social exclusion. And around 50% of people with severe disabilities in the EU are exposed to this risk of poverty or social exclusion versus 33% of people with moderate disabilities, and 23% of people without disabilities. It is this reality that I continue to describe as quite alarming, and which we have to tackle.

Moreover, I would like to ensure that the European Parliament promotes this inclusive society and places great importance on it. I will paraphrase the President of the European Parliament, Martin Schulz, by stressing our institution's determination to defend a society that is committed to fighting any difference in treatment based on social background, age, health, sexual orientation or disability. And what we mean by that is that this society must not let anyone fall by the wayside, but must on the contrary make changes to the communal living space so that everyone can find their place there. It is a society that is open to the other and accepts difference, and this is a message that we sometimes struggle to convey. I say this with a degree of gravity.

In this sense, the European Parliament defends this improved transposition of the directive on equality in employment. This text establishes some basic Europe-wide rules on protection against direct or indirect discrimination on the basis of disability in employment, work or vocational training. Yet its effective implementation remains very difficult to assess due to inadequate data, and one of the key factors remains the provision of reasonable accommodations, which is far from being a tangible reality everywhere in Europe.

Another element of this inclusive society that we wish to see implemented is the European Disability Strategy 2010-2020. This strategy was adopted in November 2010, ahead of the Union signing up to the ICRPD, as a global framework for the promotion of disabled people's rights, and in order to anticipate the effective implementation of the convention. One of these aims is to significantly increase the proportion of disabled people working in the mainstream labour market. With barely a few years to go before the end of this strategy period, the results are unfortunately still somewhat disappointing. The absence of progress in terms of active participation by disabled people in their own right is particularly regrettable, and access to the lifelong education programme in mainstream schools is still far from being a reality for our students with disabilities.

One last black mark, and forgive me for this enumeration, but things have to be pointed out: since the meetings organised between the European Parliament and LADAPT, I am once more sorry to see a lack of progress in the anti-discrimination draft directive. I would rather not have to note this failure to move forward with the anti-discrimination draft directive. This text, which was proposed back in 2008 and is designed to complement the directive on equality in employment, in this context, we are still waiting for the Member States to break the stalemate. This is unacceptable, and when we see how it is being held up, that is even more unacceptable.

I will move on to one of the rather more positive aspects, so as to avoid putting too much of a dampener on things,

to say that there is obviously some progress to report. The European Parliament came to a decision barely two weeks ago on the proposed directive by the Commission that aims to improve the conditions of access to public sector websites for disabled people. This directive was approved by a very large majority of members and will be legally binding. It is the result of an agreement with the Council. Winning such a massive amount of votes is a very strong sign of support, which lends weight to this text in the discussions that will then take place with our other institutions. This is an important step towards an inclusive digital society.

This is not the end of this improvement process, it is a step forward. We hope to be able to extend this proposal to public broadcasting organisations and large private sector websites. It is with this in mind, while trying to juggle the legal texts, that my British colleague Julie Ward and I tabled some amendments to the revision of the Audiovisual Media Services Directive. We are trying to put forward amendments and improvements so that the texts are mutually compatible. This Audiovisual Media Services Directive will be examined at the Committee on Cultural Affairs by the end of the year. Among the next steps to be taken, Parliament must continue to be highly mobilised and strengthen the rights of people with disabilities by playing its full role as co-legislator. We are going to look at extending a copyright exemption for the benefit of people who are blind, visually impaired or unable to read printed material. The aim is to extend the Marrakesh Treaty, which asks press editors to make public sector publications accessible to disabled people. This is a step in the right direction, to help provide the access to culture and knowledge that we are keen to see happen.

I would like to conclude by saying that the ball is obviously in the Member States' court, since they must ratify the treaties to protect the fundamental rights of disabled people, in particular the Marrakesh Treaty.

It is also imperative that Member States provide the financial resources commensurate with the promises that were jointly made. We may be talking about this again in the future, because we have just started negotiations on revisions to the multiannual financial framework, the multiannual budget of the European Union for 2014-2020, and this battle over the budget will obviously be fierce between the Parliament and the Council. The Council represents the Member States and does not always share our ambitions.

So there you are, I don't want to take up too much time, I may already have spoken for too long, but I wanted to assure you of my total sympathy, involvement and support for your work and your march to defend the rights of disabled people and to improve all the legal texts that assist you in your

work, and you can count on the European Parliament to support you with great determination. Thank you very much.

Mr Emmanuel Constans: Thank you so much, Sylvie Guillaume for your determination, for what you said about the partnership with LADAPT, and for all the very valuable information that you gave us on the current policies and action of the European Parliament. Here too, in return I will say that you can count on the full support of LADAPT and our partners when promoting all the actions, particularly those in favour of disability employment, at a European level if necessary.

I will now hand over to Albert Prévos, President of the French Council of Disabled Persons for European Issues.

Mr Albert Prévos: Thank you, Mr President. I would first like to thank you for inviting the French Council of Disabled Persons for European Issues to this important event. We are delighted to contribute to making this event a success, if possible. The French Council of Disabled Persons for European Issues is an association of associations. It represents about fifty French associations, the most important ones are there, and it has a dual mission. It was created twenty years ago, firstly to express different points of view, and assert the positions of French civil society and the French non-profit movement to the European authorities, namely the Commission, the Parliament, and our Permanent Representation; and secondly, in return, to ensure the proper transposition and application of the measures taken in Brussels, and you know how important they are to the issue of disability in our country, and that they are the source of most of the progress made in recent years. The Council is therefore a member of the Board of Directors of the European Disability Forum, which is a very important authority, an NGO working with the European authorities. This is why today, the European Disability Forum asked me to represent it at the opening of your event, because as you mentioned, Mr President, the Vice-President of the Forum was originally meant to come and attend this opening, which shows the interest that the European Disability Forum takes in this event. Unfortunately, the Executive Committee of the European Disability Forum is taking place tomorrow, and of course that made it a bit difficult for their people to be with us today. So I was asked to attend as a member of the Forum's Board of Directors, and to read the speech that the Forum's representative was meant to give to you. I will therefore read you the speech by the European Disability Forum.

"The forum first wishes to thank LADAPT for organising the 20th European Disability Employment Week, including this international conference focussing on employment and disabled people. It is indeed remarkable that the initiative that began with a week-long series of events in 1997 is

now recognised as the European Disability Employment Week and sends a strong signal about the excellent work done by LADAPT. The Forum is delighted to be able to speak at this very important conference and the Forum is the European umbrella organisation representing disabled people in Europe. We have a wide range of members, such as the National Councils of Disabled Persons, in the case of the French Council, and the organisations representing disabled people on a Europe-wide scale, as well as various members internationally. We remain a strong and united voice for disabled people in Europe. We are glad to have the opportunity to discuss disabled people's rights at this international conference, regarding employment as well as other area of life, and it is important to remember that disability must be approached from a human rights point of view. We are reminded of the fundamental rights of disabled people by the United Nations Convention on the Rights of Persons with Disabilities, ratified by the European Union as well as all its Member States, with the exception of Ireland. For the first time in its history, the European Union has signed up to a human rights convention. All the political legislation and programmes of the European Union must conform to the Convention and the rights of disabled people must be included in all the European Union's actions and strategies in the field of human rights. It requires a new approach to the formulation of disability policies.

Last year, the European Union's policy was examined for the first time in its history by a United Nations body, the UN Committee on the Rights of Persons with Disabilities. The Committee made recommendations to the European Union, and the concluding observations gave it clear guidance on how to better promote, protect and guarantee the rights of disabled people. The recommendations contain a set of priorities, a roadmap for the European Union's actions in the coming years in order to implement the Convention and promote and respect the rights of disabled people, and it should serve as a reference in the formulation of disability policies.

In the specific case of employment, the Rights Committee recommended that the European Union "take effective measures to assess the employment of disabled people and increase their employment rate on the open labour market, including giving training to the Member States on reasonable accommodations and accessibility in the context of employment".

Following the publication of the concluding observations, the European Parliament was the first European institution to respond by passing a resolution on these observations last July. The Forum had already expressed its gratitude to the European Parliament for having involved disabled people's organisations in the process in accordance with Article 4.3

of the Convention and the Committee's recommendations. Despite this progress, much remains to be done to promote the rights of disabled people in Europe, especially with regard to employment."

In the text there follows a series of statistics that you have already pointed out, which is very good, as it means they match! We can all agree to salute this harmony between the Parliament and the Disability Forum.

"Another important factor affecting the employment rate and degree of incapacity, at a European Union level: the employment rate for people with severe disabilities is 28% compared with 56% for people with moderate disabilities, and 72% for people without disabilities. The European Union has been a world leader in being the first regional organisation to ratify the Convention, but it must now be a leader in its implementation. Poor implementation would weaken the human rights framework in general and disabled people's employment rights in particular.

Despite some achievements, the European Union needs a strategy dedicated to the implementation of the Convention, including employment, since this right is closely linked to others such as the right to independent living and inclusion in society, and the right to education. The European Disability Strategy 2010-2020 was adopted before the concluding observations. This year we will only have a revision instead of a real action plan for the implementation of the Convention. This unfortunately shows a disturbing trend of not taking human rights obligations seriously enough, which is also illustrated by austerity measures focusing solely on economic growth and cuts in social spending. This has a very negative impact on disabled people and their right to work and employment. Similarly, the directive on the implementation of the equal treatment principle is still on the Council's table, leaving 80 million disabled people discriminated against without protection in all areas of life.

As these examples illustrate, strong political will is needed to complement the legislation and policies and make them effective. For example, in March, the European Commission published the first draft of the European Pillar of Social Rights and set up a consultation. This initiative can be an important tool for ensuring that disabled people fully enjoy the same opportunities to work as other people.

The rights of disabled people should be integrated into the pillar as a whole and not limited to invalidity benefits, as is the case in the Commission's first draft. The Forum is preparing the response to the public consultation on the Pillar of Social Rights, but fruitful collaboration with institutions and a strong political will are required if we are to make practical changes in the field.

Next year, the Forum will be celebrating its 20th anniversary, which will mark the third decade of the disability movement in Europe. We have certainly come a long way, but we can do much more, and we hope to start today with a conference like this, to work on what remains to be done, such as adopting a strategy for the implementation of the International Convention on the Rights of Persons with Disabilities from 2020 to 2030. Thank you, on behalf of the Forum.

Mr Emmanuel Constans: Thank you for your speech. We know about the role of the European Forum, and always maintain a very close relationship with it, thanks to you today. I note that the Forum will be celebrating its twentieth anniversary at the same time as the 20th anniversary of LADAPT's European Disability Employment Week, so we are truly all in sync on these issues. Naturally, we cannot wait for another twenty years before making the essential progress that we need today, on a European and national level.

All that remains is for me to once again offer my heartfelt thanks to Sylvie Guillaume for opening this conference, because it helps us a great deal, as well as Albert Prévos, on behalf of the European Disability Forum. Thank you very much.

Now, it's time for the round table, which will be hosted by Luk Zelderloo. Earlier on, I naturally cited a few personalities, but of course, in this exercise, some are always forgotten. I forgot to mention the role of Fabrizio Fea, who accepted the hard task of summing up the day later on, at the end of our afternoon. Thank you. And excuse me!

ROUND TABLE I



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Mr Éric Blanchet
General Director of LADAPT

Mr Guillaume Roty
European Commission representative

Mrs Bernadette Grosyeux
General Director of social and medical
establishment (MFPASS)

Mr Albert Prévos
President of the CFHE

Mrs Muriel Vidalenc
General Director of the FEGAPEI

Moderator: **Mr Luk Zelderloo**
General Secretary of European Association of
Service Providers for People with Disabilities
(EASPD)

Mr Luk Zelderloo: Good Morning. I will invite the panel members to join me here. In the meantime, I wanted to tell you that it's a little stressful for me, not because we are going to work in two languages, I understand French a little, I even speak it a little, but it's quite stressful because I find myself surrounded by some of EASPD's most important members. Moreover, I also have the new treasurer, Bernadette Grosyeux, who has just been re-elected and I have a new Vice-President. You'll understand that it's quite stressful for me. I hope your questions will make my life easier. I'd like to congratulate LADAPT above all, for having played a very important role. For it has been an agent of change in France and on a European level, thank you to LADAPT for that. The role you played is extremely important, particularly for the implementation of the European convention.

I am the Secretary General of EASPD, a network of services and service providers, representing approximately 13,000 organisations operating in 32 different countries. We work at the level of the Council of Europe, which encompasses 47 countries. So we go beyond that. I see the French representative in the room, who represents your country at the Council of Europe. EASPD works on three key articles of the convention, where services play an important role, we work on education, how can we make education more inclusive? And France struggles with that. But so do other parts of Europe. We work to create a more inclusive environment. And then, the third point, life in the community. This is an area where we can learn a lot from each other. Employment is an extremely important issue, how to ensure that disabled people can access work similarly to other people. And what is this Semester devoted to the question? Well, the aim is to encourage countries to work together, to implement the European strategy in order to achieve more sustainable, more inclusive growth. This includes people for whom we work on a day-to-day basis, and it's also about working on the stability pact, so that economic development is also ensured and well-coordinated with all that.

You might think that this is a macroeconomic instrument that has nothing to do with social issues, but we don't agree, because if you look at disabled people's situations, in our various countries about 13% of people have a disability. That means 80 million Europeans. Therefore, there is a macroeconomic impact if they are given access to the labour market since as we know, a job is the best protection against poverty, exclusion and isolation, and it's an extremely important self-realisation tool.

Indeed, as statistics show, 48% of disabled people are in employment, compared with 70% of the general population. Again, there is some disagreement because this figure of 48% is based on the figures relayed by the Member States. Yet all over Europe, we exclude disabled people from

statistics because we declare that they cannot work. If we take this into account, we see that only 29-30% of disabled people actually have a job. So it's a real problem. I know where the figure of 48% comes from, since Eurostat works with the statistics sent by the member countries, but this has to be taken into account. How can we use this European Semester and the whole European system to promote better inclusion?

We will present a report to Parliament on 6 December in Brussels. Don't hesitate to go to this session, we will be comparing twenty countries and examining the measures taken. Most countries, in terms of their employment reform strategy, do not include people with disabilities when developing strategies and policies. That's why we believe it's important to discuss it here today and in the weeks to come in Brussels. What are the factors for success?

We have identified four criteria. Policies need to be based on cooperation between stakeholders, and the authorities, employers and social partners need to meet around the table. This is a success factor. Next, targeted actions. Obstacles must be addressed. One of the obstacles is the benefits trap. Work must be worth it. For this, people must be paid appropriately. It's not easy.

The third factor is the availability of supported employment. Employers also need to understand how such a system can work. Finally, we need to base our policies on research, on data, on the elements that are collected on the basis of our knowledge and experience. I would like to quote Professor Steve Bayer, who has conducted research at my organisation's request. The first point is that in the past we were training people, and then placing them in work. In many cases, disabled people were on a path of lifelong learning. Now, we need to train them, place them in work and provide the necessary support.

Second, holistic interventions are needed, is the workplace accessible, and what about public transport? Do we need the social network around the person?

Third, it is more effective to provide support measures on the open market, which is very important to understand. And we have to adapt our way of speaking. We have to look at individuals' skills and speak the employers' language. This is not the same language we are used to using. So there are a number of challenges that we face. I would now like to hand over to our speakers. I suggest that you be brief and concentrate on the essence of your message, so we can then have an interesting debate. And if we have time, I will hand over to the attendees. First of all, I would like to ask a question of LADAPT's General Manager, Mr Éric Blanchet. In your opinion, what intervention could be

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essential to making a difference? What could make the labour market more open and inclusive?

Mr Éric Blanchet: I'm going to answer in French. First, I'd just like to give a little introduction to the current situation, I think the elections in the United States sent an extremely strong message from the communities to their leaders. In France, too, we're heading towards the presidential elections. There is a movement at the moment, of excluded people, of people in difficulty, of poor workers, who are saying to themselves: "We're going to rise up and have our say. Because the politics and what the government is offering no longer suit us, we want to say it out loud." The previous message, and I'm not trying to be political here, must make the leaders aware, and us too, that the response given in recent years has to change. We see that the social networks are restructuring themselves away from the usual spheres of influence.

I'll return to the question, I think that the response must be broad enough to cover all communities. This means that only speaking to the disabled person is not enough nowadays. Inclusion does not take place in isolation, it involves other people, in a spirit of openness. Openness means everyone, able-bodied people, disabled people, companies where everyone is mixed together, the society of today in which the right to vote must be shared by all these people.

We speak of human rights, which in my opinion are still a central factor today which, from time to time, may be compromised by a number of economic pressures, strong societal changes. I think that the answers we provide must be answers that are pragmatic, where we can provide elements of proof and demonstration fairly quickly. Today, LADAPT is devising a development and support plan for the social and solidarity economy. Today, this is something that is just emerging and should be extremely important, not due to its specificity, but on the contrary, due to its openness and the fact that it leads different communities to look at different subjects. Nowadays, the central problem that we have in our country is connection. People go into defensive mode because they are scared and worried. It is perfectly human and normal to say: "Me, people like me, how are we going to organise ourselves and obtain as much as possible from this society that is struggling to meet our needs?"

Today, all stakeholders, especially the Member States, because they are the ones leading the way in the countries, have to come up with different answers, without taking an overly global view of the country and because they want the community which is located in the country to live happily, be respected and have the necessary means of subsistence. I will be brief, I assure you, but I still wanted to begin with that topic. I think that of course, when you're talking about

Europe and the European Union, for it to be more inclusive, of course you need coherence in actions and funding. The funding at a European level is sometimes unclear in the countries and incomprehensible. Today, we can sense a shift between the views of the communities and the national or European policies. We think that through the Juncker plan, the European strategy and investment plan, there is real openness to the social sector. Because the construction of a fiscal Europe must be accompanied by the construction of a social Europe.

The fiscal aspect and the social aspect must evolve together to grow stronger and provide the answers that will be given to communities, in terms of the understanding and interpretation of them that they will actually have in their daily lives.

Of course, we are talking about 80 million, but I will talk about the 120 million people, I will add the 40 million excluded people in Europe, where people are longer sure what the word disability means in any case, people who are in difficulty. Poverty and social exclusion are spreading in different countries in different ways. In France, we see poor workers who can't even afford to live in a flat or a house anymore, who end up in the Bois de Boulogne or in tents for example. This is an extremely powerful phenomenon for communities. Europe must be sensitive to this and provide input.

One last point: educating communities. Today, the awareness-raising that we use as an important factor in disability issues is no longer enough. In any case, it is outdated in the way it has been dealt with. Now, if we want things to change, let's address all the communities in the countries, able-bodied, disabled, let's speak together about the topics of law and respect for rights, in the corporate world, let's bring the issues up, that's what we've been doing at LADAPT for some twenty years, we bridge the divides and provide something of an answer to the people who make up our French and European society.

Mr Luk Zelderloo: Thank you very much for having put the question into a wider context. Indeed, how do we want to organise our society in the future? Thank you for having done that and underlining the importance of education. I would like to hand over to Bernadette Grosyeux. According to you, what can we do, what must we do as providers of social services, to make things change? What changes are necessary in terms of how we organise our work? Over to you.

Mrs Bernadette Grosyeux: Thank you for that question. I think I can say that we're all committed as service providers to promoting the employment of people with disabilities. And in order to do it well, I think we have to know at what level we can place ourselves. So we're at a

European conference and I'm already proposing to say how we can act at a European level. And then, at the level of each country.

It is true that, first and foremost, we must remember two simple ideas, one being that Europe cannot do everything. Indeed, Europe has a responsibility to lift us up. And with this question that we're dealing with today, I think that its vigilance in asking us to respect the International Convention on the Rights of Persons with Disabilities is really the key point whereby Europe lifts us up.

The second question, the second point, which is not a question, as our parliamentarian said, is that the ball is in the court of each state, we must not forget that.

That said, what can we do at a European level?

So I propose to talk more about the issue of research, because in the context of the European Semester, our roles were somewhat distributed. And on the question of research, in particular, it seems to me that at a European level we have to realise that if we have to carry out research together, there is the question of language which is absolutely important and which we must bear in mind in order to be able to move forward together and interact. This language issue can only be overcome if we have statistics and definitions that are absolutely clear and precise, and if we talk about the same things. Having worked at a European level for eight years, I realise that often our debates are paved with very good intentions, with very general positions, with a way of positioning ourselves that is absolutely correct, since it's always in relation to the International Convention, but when we move to the level of research and therefore to the level of action, there are problems of definitions, problems of numbers, problems of comparison, and these problems are difficult to overcome. When we aren't talking about the same things, we can't move forward. One of the things that Europe can do for us is to give us the means, when we are carrying out research, to talk about the same figures and definitions with a very high level of forecasting.

At a European level, for example, when we compare countries and talk about mainstream employment and sheltered employment. In France, as regards our action in the area of sheltered employment, we are rightly looked at by the Commission and by Parliament, which require a certain number of guarantees from us to ensure that our ESATs [initiatives to facilitate integration into the mainstream labour market] in particular are not places of discrimination. It is right that the Commission and Parliament called us to order. Except that when we're talking at a European level, we don't know what we're talking about. When we compare ourselves, we don't know what people we're talking about.

There are countries that don't have sheltered employment. So where are the people we're talking about when we compare ourselves to a country that doesn't have those spaces? We don't know what we're talking about. We find ourselves, like a lame duck, with establishments that must be observed and questioned, but it's very difficult to compare ourselves with other countries that don't have these spaces. And very often, our discussions are discussions of the deaf, some defending a position, others defending another position, so we make no progress.

Mr Luk Zelderloo: I'm going to ask you to return to the question: what can we do to be more efficient?

Mrs Bernadette Grosyeux: It was important to say how we can move forward at a European level. Let's be precise, compare ourselves with each other, and given that Europe can't do much for us in our States, let's intervene and exchange good practices in order to move in the same direction together. After that, at the level of each State, we can already benefit from Europe by searching and going to ask it to support our research. Because if employing people with mental, psychological or physical difficulties were easy, we'd know about it! We therefore have to shift the intellectual boundaries, the research boundaries in human sciences, in order to find the most suitable tools, so that these people can make the most of the potential that they undoubtedly have, but which for the moment is very hard to put forward due to a lack of openness and a shortage of tools. So, let's research, let's create social innovation, let's look for tools to enable people to express themselves, to put themselves forward, to be more involved in education and lifelong training. Let's find tools so that people who aren't able to express themselves can have their say, let's make sure that they are given this openness. So, that's us: let's look for ideas and create social innovation. At State level, once we've innovated, the battle won't yet have been won. The second thing we have to bear in mind is that it's not enough to innovate socially, the State has to take over the innovation baton. We know something about that: we innovate, but when we come to the level of national politics, there is no budget heading for taking over the baton. We've worked on validating the experience that disabled people working at ESATs and EAs [disability-friendly companies] have acquired. We've worked with over 150 people in the Paris region. After three years of work in these areas, by coordinating their learning journeys at a rate of 300 hours per person over three years, these people were able to obtain real qualifications in 14 trades. We have a success rate of 85%. So, that means that people at ESATs and EAs, as mentally disabled people, often considered to be 80% disabled, have their diploma in areas such as institutional catering, etc. Today, the State replies: there is no budget heading to take this support into account. And today, we

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are fighting for this budget heading to be created. Because when you're creating social innovation, you can't go to a manufacturer and say: fund this prototype for me, it will work! The State has not provided the heading. The State has to be able to pass on the tips and tricks we've found in order to promote this employment.

Mr Luk Zelderloo: Thank you very much for giving us this overview of what's happening at a European and national level.

Indeed, it's very hard for me to interrupt my treasurer, as she might then dock my wages!

Let's move on to the third person, the General Manager of FEGAPEI. How do you see the role of the services, social services, various providers, in this more inclusive employment market?

Mrs Muriel Vidalenc: I will speak without repeating what the two previous speakers have said, insofar as they spoke very clearly and well, with great conviction, and that's really nice to see at this type of meeting.

The FEGAPEI, for those who don't know it, is an employers' federation, that is, we encompass a number of service providers' associations.

This federation very quickly positioned itself in the field of political projects based on participating in co-constructing the inclusive society, for at FEGAPEI, which is currently working solely on disabled people's issues, we consider that we have a responsibility insofar as the negotiations on lifelong support for professionals and quality of work are our concern. We consider that in that context, we have a responsibility to play a part in including the disabled person so that the professional can support the person better. Up to the point when we manage to genuinely build an inclusive society together. I fully agree with Éric Blanchet that when we talk about disability, we must immediately remember that what we do in the field of disability, we do it for the entire community that suffers discrimination, and is excluded from primary rights such as healthcare, education, employment and housing. And I need not list all the measures that have shown how thanks to action by the movements and unions that support the defence and inclusion of disabled people, many of these initiatives and results have enabled other social groups to benefit from these advances.

FEGAPEI is present at a European level in two organisations which, for us, are complementary and important, and enable us precisely to convey a message of inclusion, progress and respect for the UN Convention to the people we speak with. These are EASPD and the European Centre

of Employers and Enterprises providing Public Services. At the same time we have this joint interaction on the rights of disabled people and the co-construction of the inclusive society, while similarly having this complementarity with the work that we do within the CEEP regarding everything to do with the social dialogue at a European level and delivering equal access to fundamental rights for vulnerable people and disabled people. Those two facets helps us to have a complete view which, I hope, will enable the member associations to make progress and if not anticipate, at least adapt to this agility and flexibility that people are precisely requesting from their supporters, professionals, whom I'm talking about here. So that's at a European level. And at a French level, I'm talking about FEGAPEI today, I mentioned the work that was done for people with disabilities, which could also help all vulnerable groups, and soon FEGAPEI will be able to turn intentions into action, because starting from 1 January 2017, FEGAPEI will be creating a new employers' organisation whose scope of intervention will cover the entire community of vulnerable people, be it child protection, integration, older people or disabled people. In this new professional organisation, we will promote the objectives and vision of what a society should be like in an even better and much more cross-cutting manner, where employers, social groups and administrations come together with the same objectives of harmonious coexistence and an inclusive society. At a European level, we see, and Albert Prévos was talking about this earlier, we are working today on the Pillar of Social Rights, since the consultation will finish at the end of the year, and within this Pillar of Social Rights, on which we've been working for a while within the Union of Employers in the Social and Solidarity Economy, to which we belong, we very clearly prioritise access to employment for all vulnerable and disabled people, because it's one of the issues that Europe raises for us. That is to say that we believe this Pillar of Social Rights must appear clearly and voluntarily in the European Semester, and in this Pillar and in this Semester, as such, and it must be made clear that Europe and its Member States are committed to ensuring that every person, every citizen, whatever their situation, has access to the fundamental rights, to employment, and that the Member States obtain the means to make this access possible. There will of course be the question that we'll be asking ourselves very soon, about education and training, both initial and continuing. And the subject of training, education and support for the person from an early age is obviously a key success factor in enabling the person to not only access employment, but what we're asking for is for them to fulfil their social and intellectual potential in the job they will have. Because, no-one has emphasised this, OK, there are disabled people who have a job, but how many have a job that is beneath their abilities and the qualifications they've gained? Employment must not just be a way to make a living, it's a way of acknowledging

yourself as a citizen, and thereby avoiding experiencing the discrimination that can happen today.

Mr Luk Zelderloo: Thank you very much.

Turning intentions into action is the main thing.

As a society, not just service providers because it's not only their responsibility, we have to turn projects into actions, people have to actually be able to flourish as individuals. The emphasis that you placed on cooperation is important, I can tell you that EASPD will be signing an agreement with the European Network of Public Employment Services, this is something that concerns the general population, and we hope this cooperation agreement will lead to cooperation agreements at a national level. Thus, the employment agencies will perhaps be able to contribute to a better employment rate for people with disabilities. We need the support of the Member States to achieve this, and of the European Union. So, I will turn to the representative of the European Commission, Mr Roty. You may not be so familiar with the subjects that we're discussing here, it is about disability, but employment policies are very important, and here we're talking about 12 or 13% of employed and employable people.

Mr Guillaume Roty: I'm an economic attaché at the French Representation of the European Commission, and I'm particularly involved with the European Semester and its implementation for France, but I also have a more general view at European level because the Semester is an exercise in coordinating economic policy between the different countries.

I will try not to repeat what has already been said and will answer the question.

I believe that the role of the European Union in a specific political action, such as promoting inclusion and access to the labour market for disabled people, is really to help turn intentions to action. Because in practice, the European Union has few levers of action on these policies in Europe, since they fall within the competence of the Member States. On the other hand, we have quite a few tools to clarify the intentions, to make sure they're the same in each country and that we're talking about the same things, and we also have quite a few tools to encourage Member States to take action or show them what type of action they can take.

Before describing how the European Union can support this transition from intentions to action, I want to say that for the European Union, and for the Juncker Commission, a social Europe and rebuilding a more inclusive, non-discriminatory society is a real priority. In his speech he stated that he

thought the European Union was not social enough and that we had to change that and rebalance the priorities, moving away from what we experienced after the fiscal consolidation crisis and austerity policies, and towards more social policies. So the political will is quite strong, and is also reflected in the work of Commissioner Thyssen, who made a speech recently for people with disabilities and also mentioned this message.

What the European Union can do is first define common priorities and ensure that the objectives are the same.

This is what has been done as part of the European strategy for the inclusion of disabled people. And it's also done simply by the law and the directives that we propose and which set the standard at a European level. On the other hand, the European Semester will be the tool that leads the Member States to take action, by showing them the places where there are real difficulties. It's an extremely national exercise, the word "European" is a bit misleading, for the aim of the European Semester is to make a shared diagnosis of the economic and social situation of the Member States with the stakeholders, and to make recommendations on a European level to each of the Member States. These are the recommendations made by the 27 Ministers for the Economy and Finance in the European Union countries to their counterpart in another Member State. The European Union group says to a State: right, we've made this diagnosis of your economy, we think you should take this or that measure to improve the situation and to ensure that we're acting in a coordinated manner. Of course, everything is somewhat relative in terms of priority. Today, the issue of inclusion of disabled people is perhaps not very high up on the agenda of the European Semester because some things are given greater priority in the macro-economic diagnosis by the Council of the European Union, but the issue of having inclusive labour markets is a shared priority for all the Member States and that's why the recommendation is the same for all, to ensure that we have a labour market that works better for each country, to implement measures against the segmentation of the labour market in particular, and to make it easier to facilitate entry into the labour market.

Nonetheless, when in a country, we see that the situation of access to employment for disabled people is particularly problematic, I'm thinking of Ireland, Ireland is the country with the biggest gap between the disability employment rate and the general employment rate in the economy, it is discussed and this point is made explicitly, and the Irish government is asked to take action to deal with this problem. It's really a mechanism that enables intentions to be turned into action, we define the intentions and then we provide support while pointing out the problem. After that, each Member State is free to define its type of action. However, it's

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quite an interesting and fairly powerful mechanism because it's regular, there are follow-ups every six months, every year, about what's been done to follow the recommendations, there are discussions between Member States, it's a training mechanism for States that helps them to take action and gives them a degree of legitimacy to act.

Secondly, we can help with taking action on funding. It has been said that sometimes there is no budget heading to transform a good social innovation initiative in order to make it sustainable in the long term, which in a way is the justification for the European Social Fund, to allow Member States to extend these initiatives and make them concrete. It's worth more than 80 billion euros for the European Union, and it's a tool that is really designed for that purpose. So it is managed mainly at regional level in Europe. In France, we wear two hats at regional and national level, but there is the idea of using the European Social Fund to finance local and regional initiatives and to sustain them. This tool is maybe not used enough. We also mentioned the Juncker Plan, the Investment Plan for Europe, and we tried to emphasise the new programme to finance the social and solidarity economy in order to try and give the various stakeholders in this sector the resources they need to finance themselves, and it's working quite well, it's managed by the European Investment Fund, and several projects have already been financed in France since it was introduced. And to conclude on the last point and the last way we can turn intentions into action, I want to highlight the European Pillar of Social Rights initiative. Its purpose is really to put economic Europe and social Europe on an equal footing. It's about creating a legal text that very clearly sets out in writing the intentions of the European countries, defining rights and what we're going to do with them, and it's a text that will be used later on to justify the recommendations that will be made to the Member States. We will be able to say to the Member States: you signed this paper, the European Pillar of Social Rights, but in our shared diagnosis, we see that this principle is not upheld well in your country, so you need to act on this in the European Semester. There is a very strong connection made between the two things, it's important to spend plenty of time on it so that all participants and organisations represented here can think about what kind of Pillar we need, and what compass we want to create for the social union. Thank you.

Mr Luk Zelderloo : Indeed, the European Social Fund and the Juncker Plan can help us to change things, and EASPD is working on asking service providers to use the European Social Fund for making structural investments.

Mr Prévos, will that make a difference? You've listened to the service providers, what the Commission had to say, and so normally that should have an impact on the lives

of disabled people. At EASPD, we think that without us, or regardless of us, disabled people should really have a say in the matter. Will all that make a difference or not?

Mr Albert Prévos: That is a huge question...

And it comes at a time when many things have been said, very exciting things. First, I am pleased to be here because I remember, I wasn't a stakeholder but many of you certainly were, around four years ago, the CFHE, the association that I'm representing here and that I chair, had organised a meeting with the European NGO EUSE in Paris. The theme was supported employment. And it's good to see that the theme of supported employment is now a theme on the table that's clearly identified. It's reassuring because nearly all the European countries except France were in this NGO. So you see that progress has been made, I would like us to applaud that, and also congratulate our friends at LADAPT who organised this event, which is the culmination of all this work.

To answer Luk's question, I'd like to bear in mind what has been said and what we can see about our subject, but from an association's point of view, that of someone who is precisely not a service provider. But how can we work, how can we help service providers to fulfil their function while respecting people's rights, in particular with regard to the United Nations Convention?

The policy is the application of the United Nations' recommendations on disabled people's rights. This is clear. And the European Forum understands it as such.

I will discuss a few themes that I think will be interesting, especially for you.

Mr Luk Zelderloo: In two or three minutes, please.

Mr Albert Prévos: One will be enough.

The first theme, with regard to the UN Convention, is making sure that we properly understand all disability situations. This is very important because we often speak of degrees, even in our statistics, degrees as in the nature, the extent of the disability.

The Convention is clear about that, all disability situations must be covered, hence the introduction of another key term, the human and social aspects. To enable us to properly take account of the specific support needs of the people concerned, as well as businesses. This human and social aspect that the Convention stresses heavily is fundamental. It wasn't there, we were reminded of that this morning in the opening speech, at the time of the Convention, it didn't yet

exist when the European strategy for 2020 was announced. Now, it's on the table. The watchword is no longer just growth, it's inclusion. That means properly taking account of the human and social aspects.

There's also another important word, training, which has been used several times. And I would also use the word skills. Often, we hear people say, "Of course we'd employ disabled people, but there's a skills problem." But let's ask the question again. Why is this an issue? Precisely because our education system is defective. When you look at the statistics, for example for France, the Ministry of National Education reports 250,000 pupils with disabilities attending school. But how many at secondary school reach the end of their education? If a major effort is needed to help you in your task, it should be focussed on enabling people with disabilities to access the same skill levels as other people. And there, I think there's a signal to send out to the country, but if we really want to help, to promote access to employment for people with disabilities, let's give them the same training opportunities as the rest of the population.

The second point that came up from what we were saying is that the supported employment that's now on the table will be our culture, but a culture is precisely something that is prepared, that you are trained in. A new profession will have to appear now. And I return to the comparison with what's happening in National Education. The special needs teaching assistants, if they aren't trained, what do they contribute? This raises that issue. And the real issue with help for children in schools lies in the qualifications of special needs teaching assistants. With this employment support profession, let's not fall back into the same difficulties that we had with schooling. We have that experience behind us, in particular for France, and I know there are countries where the difficulties are broadly similar, so let's avoid repeating that experience, this is a new profession we have before us, we have to prepare for it, devise the necessary training courses, prepare for this other culture in collaboration with businesses, and I would like to remind everyone of their social responsibility in this area, which is very great.

Those are a few points that I wanted to highlight. Thank you.

Mr Luk Zelderloo: Thank you very much, Mr Prévost.

Of course, at this type of round table with all these experts, we don't have enough time, we'd need more time to explore this in detail. I'd have liked to ask them: what will you do in two or three days to make this employment market more inclusive? Maybe we can discuss it over lunch, and we can applaud them. Thank you very much.

For your information, EASPD has also started to work with

EUSE, indeed, it's a member of EASPD, we work with them, and we're going to organise a conference in June 2017, on 15 and 16 June 2017, feel free to come and join us in Belfast, we'll exchange good practices and methodologies to help make the labour market more inclusive and ensure that more disabled people find a place on the labour market. Now, I'll hand over to Henri-Pierre, who will conclude this session and tell us about another very important human right: lunch.

Mr Henri-Pierre Lagarrigue: To give you an idea of what we are going to do this afternoon, we will give the floor to the companies. When we talk about employment, inclusive and accompanied, it is in the company that jobs are cultivated, this will be the theme of the second round table, followed by how to evolve the skills of our employees to move towards a more inclusive society.

ROUND TABLE II



Supported employment in France: Where do we go now?

Mrs Liliana Gorla
Head of HR France (SIEMENS France)

Mr Jean-Luc Delenne
Director of the social relations Group and France
(Groupe Carrefour / ILO)

Mrs Marie-Lucile Calmettes
General Director of
the Malakoff Mederic Foundation

Mr Guillaume Balas
Member of the European Parliament (MEP)

Mr Jacques Ravaut
President of the french
supported employment group (CFEA)

Mrs Laure Calame
Boardmember of
Femmes pour le dire, Femmes pour agir

Mr Éric Blanchet
General Director of LADAPT

Mr Pierre Blanc
Boardmember of LADAPT

Moderator: **Mr Henri-Pierre Lagarrigue**
European and International development, LADAPT

Mr Emmanuel Constans: Ladies and gentlemen, dear friends, please take a seat, I'd especially like to ask the people who are not in the room to join us so we can begin our second round table, which will be hosted by Henri-Pierre Lagarrigue, who is Head of European and International Affairs at LADAPT and precisely plays a very important role in relations between Brussels and LADAPT, both at its head office and at its various establishments. There you are. I invite the members of this round table to take to the stage.

Mr Henri-Pierre Lagarrigue: Thank you, we're running a bit late, but thanks for having kept to the timetable that we set ourselves before the meal. I hope you enjoyed it.

This morning, we heard from Sylvie Guillaume, Emmanuel Constans and Mr Prévos. Then we discussed the European Semester, a lever for civil society to be able to act at the level of the European Commission and the European Parliament, but above all at our local and national level. Now we're entering the third section, we're focussing more closely and talking about supported employment and inclusion, which obviously happens at the place of employment, so at that point I'll hand over to the employers.

I'll give you some information about context, the International Convention on the Rights of Disabled Persons covers all aspects of life, access to education, it also talks about employment, living environment, sexuality, everything that makes up a human being's life.

This Convention was ratified by the European Commission, by the Member States. It is understood as a political principle that must be acted upon in the everyday life of a nation's citizens, and more broadly of a European community.

Civil society has mobilised around those movements. There is indeed a phenomenon of interaction between the will expressed this morning and civil society, which itself looks for solutions, which hasn't waited for the legislator to mobilise, so that everyone can assert their own rights, particularly the right to access education and employment. We now find ourselves in a situation where we see the legislator, the French one in particular, looking at this supported employment proposal, we're waiting for the decrees, but I wanted to highlight the fact that companies themselves are already dealing with that reality. We are also dealing with it, as service providers. We aren't waiting for the legislator to give us the nod to start. There is a story behind this. It's this story that I'd like to tell you, by handing over to Ms Gorla.

Mrs Liliana Gorla: Hello, everyone. I'm Italian, so I can choose to speak French or English, I hope I won't make a mistake in either. I'll try and do it in French. I'm the Director of Human Resources at Siemens in France, I've been there

for a year. Siemens is a German company, so the head office is in Germany, in Munich, and we have 360,000 employees around the world, including 7,000 in France. The head office in France is in Saint-Denis, Paris. Our business is in the field of energy, industry and healthcare. I'm Italian, I've been there for a year, but we're talking about Europe here, about laws that apply to everyone, all over the world. So it's not necessarily very different, but there are different cultures and rules in different countries, and the way we provide support is always connected to a country, we see it in all practices.

Mr Henri-Pierre Lagarrigue: I suggest we all introduce ourselves.

Mr Jean-Luc Delenne: I am in charge of social relations and diversity for the Carrefour group, working on more international aspects.

Outside of the presentation on the international aspects, we have a very prospective policy on developing all forms of diversity, especially internally, disability, inclusion, and in particular, we're working in close cooperation with the International Labour Organization in Geneva, and we're one of the founder members of the ILO Global Business and Disability Network, of which we have the presidency in 2016.

Therefore the aim, if there are any international companies in the room, I'm interested in this, they can always come and see me afterwards, the aim is to promote the employment of staff with disabilities in all countries of the world, including those with no administrative constraints requiring them to make these efforts.

We're trying to do it in France, but also in countries where the cultures and rules are different. It's a very voluntarist approach which isn't a competition, and the Casino group also belongs to the network, and we have to work together to ensure a dynamic that promotes these rules, these good practices and the employment of the recognition of disability and staff with disabilities in all our countries. This is an international network, with twenty or so major international groups taking part for the time being.

Mr Henri-Pierre Lagarrigue: Mrs Calmettes ?

Mrs Marie-Lucile Calmettes: General Manager of the Fondation Handicap Malakoff Médéric, which works to give disabled people back the fundamental rights that are often denied them, the right to health and the right to employment, to access employment and remain in employment. If I have just two minutes, why am I here? I want to tell you our story, which began in 2012, I was the Manager of FEGAPEI, yes, I see

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Sébastien looking up... And we were looking for innovative programmes with an impact on the issue of employment, to meet a demand for social action by the Malakoff Médéric group at the time, a non-profit, jointly managed group that's always been committed to paying social dividends back to society. It was interested in employment. And with them, we devised this programme, which was meant to lead to supported employment, starting from the observation that access to employment could exist but that the issue of staff remaining in work was much more difficult. In 2012, we took this financial risk for them, we embarked on a vast project which led to the creation of the French supported employment collective, the French supported employment approach, we followed a dozen experiments that made use of supported employment without knowing it, or in a rather scattered and not necessarily federated fashion, and the supported employment system was suggested to the legislator last year, and here we are now, thanks to that initiative we've made up for lost ground and boarded the European train for supported employment. I wanted to take this little look back at history because thanks to FEGAPEI and the Malakoff Médéric group, we have gathered together today to talk about supported employment.

Mr Guillaume Balas: Hello, I'm an MEP for Île-de-France, and I'm a member of the Commission on Social Affairs and Employment, which of course handles the issue of employment and integration globally. And I work with quite a few adapted companies for a simple reason, which is to figure out how we can build a relationship of strength at European level on those issues, because it's good to have legislation, they've progressed a great deal internationally, but also at the level of the European Union, of signing up to action plans, and in particular all the European Union's action plans, of introducing this issue into the administrative machine, we've made a great deal of progress with all that, that's the reality, but like everything in the European Union and in France, we tend to forget that if we don't fight at the right level, not much is going to happen. So the question is also to organise stakeholders so they are present in the places where it's happening, and an interaction between civil society and political representatives seems essential to me.

Mr Henri-Pierre Lagarrigue: Jacques, I'm going to ask you to introduce yourself and give us a definition of supported employment.

Mr Jacques Ravaut: I am the President of the Collectif France pour l'Emploi Accompagné [French Collective for Supported Employment]. I will take a look back at the history, at everything you've been told, the Collectif France pour l'Emploi Accompagné arose from the combination of two approaches. There was one approach in the context of

the GPS Emploi [a working group on employment], hosted by FEGAPEI, which worked on the basis of supported employment experiments, and there was another approach that took place as part of the CFHE, this morning you saw the President, Mr Prévos, and the approach was to work on the implementation of the UN's international Convention. And it's in the context of this group that we came to work on the supported employment aspect. And in the course of a meeting, we met each other, the two groups, and we decided to think about forming, about putting together a group of associations based on supported employment, with supported employment as the theme, and that's how the Collectif France pour l'Emploi Accompagné was formed in June 2014. At the time there were 9 associations, especially national associations, but also local ones, there was LADAPT in particular, and others, FEGAPEI, FAGERH, APF, and individuals also, who joined us. There were 10 or 11 of us, now there are 65 of us, so we're making progress. So national associations are also members of our collective today, as well as local associations, establishments, services, and also people who were concerned by or interested in this issue. And today, this morning you heard us talk about the EUSE, the European Union for Supported Employment. And we're working with them at European level.

Mr Henri-Pierre Lagarrigue: Thank you.

Ms Gorla, I had to cut you off earlier, I'd like for you to describe to us on behalf of the Siemens group what is your corporate strategy regarding the development of diversity policies and corporate social responsibility, and what role disability plays in this diversity policy. I'd like it if you could also give practical examples.

Mrs Liliana Gorla: Thank you. I like practical examples, indeed, because I think it's very important to be practical, and I think that the first thing is to talk about what we can do in companies in practical terms, really on an everyday basis. And I think that we do several things that are somewhat by the book, we have several systems to support colleagues who have different types of disability. We do several activities which can range from looking into creating a workstation where the person is more at ease, for the physical side of things, or a lot of support for families with children who have disabilities, so several things in that area. But one thing I want to talk about because I really believe in it, even though this support is a bit different from what the law says at the moment, but I think that there, in any case, we properly anticipated the mindset that it's very important to take on this subject, we have a centre at the company, the disability assistance centre at Siemens, COH*, which supports young people, people who have had psychological problems above all, and with an ESAT's collaboration, we recruit them and have them in this centre, which was created to help them return to working life. Therefore, we provide real support

on a daily basis. We have around, it changes a bit, it varies, about 30 people there. It's really very... Customised, in the sense that we really work with the person, and we try to see things in relation to the type of difficulty that individuals have, how we can help to support them in the workplace. Indeed, we do something in the sense that they are not employed by Siemens, but they are given a real support framework for their future. They have activities, tasks, which are connected to everyday life at Siemens, so are connected with their skills. We have several types of activity, and we support people to try and re-establish a level of confidence, because here we're talking about mental health conditions, and helping them to re-enter the workplace. And so normally, they don't work all day, because at the start, it's very tiring, and we even support them using the recruitment team, even when they might do job interviews, to prepare their CV, help them to understand what they need, what to do with the young people, when we have to guide them to the best job for them, it's kind of the same thing, guiding them. The centre manager is in the room and we sometimes talk, she tells me about the cases she has to deal with, and we always have to be professional, but sometimes people have expectations that cannot be fulfilled, like all employees, so we have to redirect them and find support for recruiting them into the workplace, because they might have left it due to health problems. This is something we do that's been very effective for several years. And when we go to the activity that we're talking about, the support, that means acceptance within the company, because you can have several laws, several things, several systems, but in the end, the important thing is to have a degree of confidence in the company in relation to the disability issue, and that must be our role.

This centre, when we set it up, it wasn't me, because I've been there for a year, and I think it's great, it wasn't easy because the other colleagues didn't understand why... We tried to find a way to be inclusive in the tasks they do, and even where they work, to integrate them into the company as a whole, and to really reach this level, and it even helps with acceptance of disabilities, we run many workshops to teach people about disabilities, so they can understand how to interact naturally with diversity, because when we talk about diversity, I'm Italian and not French, it can mean male-female diversity, and there's also this kind of diversity. It's when you reach a level of neutrality, it's not negative to see it as something normal. This entity helps us push this concept of normality in relation to the issue, within the company.

Mr Henri-Pierre Lagarrigue: Thank you.

Jean-Luc Delenne, can you describe your initiative to us? Ms Gorla, can you describe your policy, your strategy, your initiatives, at national level and European level alike?

Mr Jean-Luc Delenne: In our group in any case, these are our company's specific features, each company has its own policies that it applies in one way or another, in any case, ours is as follows. The diversity policy in which we include disability is a group policy. It's part of our group strategies. It's inscribed into our group policy, into our group's ethical code of conduct, it's instituted at group level by the executive directors, by the CEO. This strategy is global for us, it's international, and it's local, for France for example. International, that means that as an international group with activities in many countries, we have to have broadly identical processes, according to the countries' cultures, regulations, all kinds of diversity, and disability in particular. Today, we have actions that don't only take place in France and at our entities in France, but also throughout all our countries in the world. And we're taking steps to promote disability and all kinds of diversity within our franchisee companies around the world. We have around 380,000 employees around the world, integrated, and around 11,000 people with disabilities. In France, 110,000 employees for every 5,500 people with disabilities.

There are international agreements, last year we signed an international framework agreement on respect for fundamental rights with an international union federation. Disability is mentioned extremely often in these texts. We also have a written commitment on top of our convictions, to cover these forms of diversity and disability in particular. This agreement was signed last year in the presence of the Director of the General Delegation for Labour. We have approaches within the European Union in Brussels, within our European federation of commerce, Eurocommerce, for which we try to promote our approaches among our European social partners, and also among other large groups in the retail industry and the Commission on Social Affairs in particular.

This approach to disability also involves integrating an international and local social dialogue with the international union organisations through discussions, working groups, within our European works council and with the partnership of an international union federation. This is what makes our group special, we find partnerships with institutions that work to promote disability employment, but also with our social partners, we want to make the social dialogue into a driving force for promoting disability employment and other forms of diversity. So there's quite an intense dialogue at international level, with our integrated social partners and with international organisations, like the ILO, Eurocommerce or the European institutions. From a more local point of view, France in particular, we've had a disability employment policy since around 1999, a voluntarist policy, which has resulted in the figures I've given you.

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Within our French entities, we are takers for anything that might promote employment for those people, and especially support, which can precisely be a new tool for passing a few stages or thresholds, or looking at other forms of disability, diversity in disability, that people can have today. And for that, we also work with associations, organisations, and with our French social partners. The whole approach to staff with disabilities, with all the tools that support them, is negotiated every three years with the supermarkets, convenience stores, etc., with joint monitoring committees, the union organisations are involved in this monitoring, and we set up pilots with input from our CHSCT (Committee for Health and Safety at Work), so that's a high degree of social partner integration. What we're trying to do is to create a global dynamic with external partners, associations, organisations, institutions, and our internal social partners in order to guarantee this national and even international dynamic.

Mr Henri-Pierre Lagarrigue: Thank you, Ms Marie-Lucile Calmettes. We've heard from two big groups, can you tell us more about the strategy of the Fondation Handicap Malakoff Médéric?

Mrs Marie-Lucile Calmettes: I'll continue with my little story. The issue first arose at the group when it wanted to create this foundation, which took up the baton for this work on the theme of employment. It was, logically speaking, employment and business, that's our core activity. We support 200,000 companies of all sizes, our support consists of helping them to be more human, to take care over quality of life in the workplace, etc. You can of course see the shortcut, in any case the extent to which the integration of a disabled person is now a vehicle for progress at a company, and a sign of a company that's good to work for, a human company. These companies, we said to ourselves: that's our target, we have to help them to be more disability-friendly, to use a term that's now been validated. To do this, we have to listen to them. Our first approach was to create an observatory on this issue of the employment of disabled people by companies, in order to hear about their perception of the law, how it's a problem for them, how it benefits them, and what levers we can put in place to help them be more disability-friendly. Our observatory is three years old now, studies were carried out last year among 650 companies of all sizes in the group. We surveyed large groups, and I pay tribute here to the initiatives we talked about earlier... The SMEs and VSEs still create one job out of two, so we thought that was a target. In the context of this observatory, we surveyed small businesses and even some very small businesses with fewer than twenty employees who were not affected by the contribution to the AGEFIPH. One company out of three wanted to hire a disabled person within the year.

They preferred to hire a disabled person over an able-bodied person. We said to ourselves that today, things are moving, we have to capitalise on this dynamic, these are the words of the companies, they're saying it themselves. So it depends on the obstacles that were identified, which are: us SMEs, we don't have time, it's too complicated, the administrative processes are too complex, we don't always have a dedicated HR employee who will spend half their time on integrating someone with disabilities. The economic context is not very, very favourable, so of course that's an obstacle. But going beyond that, the other obstacles that we can tackle are what they're saying to us, for example: we can't find the skills, we can't find the applicants that meet our needs, we got tired of the exercise, we're not looking at this type of recruitment. And that's a shame because we know that disability doesn't rule out having skills, quite the contrary. They tell us that the processes are too complicated, and also that those who have been successful with this experiment have just one wish: to be ambassadors to their colleagues by saying that it's worth giving it a try, doing the same thing. They really want to be part of this dynamic. In any case, for all the issues they raised with us, one of the universal solutions to their worries was the supported employment scheme. We have to make them understand the justification for this scheme, which ultimately was designed for them, even though it wasn't originally designed by them or with them, and that's regrettable. So it's important to include them in this dynamic, so they can make their contributions, explain to us what aspects of this scheme might cause them problems, and understand that they're the target, so we can break through this glass ceiling of 3% that we're all coming up against today.

Mr Henri-Pierre Lagarrigue: Jacques, can you give us your reaction to the three speeches that we've just heard?

Mr Jacques Ravaut: I wanted to give you the definition. We've just talked about supported employment, I didn't give you the definition earlier on. And I'd also like to mention the keywords that you might come across. Supported employment is a method of assisting people in a vulnerable position, due to a disability or not, with a view to enabling them to find and keep a paid job on the labour market. Its implementation includes assisting and supporting the employee so they can access work, remain in work, and progress in their career, as well as providing assistance and support for the employer. That's the French definition, and the European one.

One of the keywords in supported employment is the term of employment. That is to say that until now, in France, support for moving towards employment, for entering employment, has always taken the form of interventions,

occasional support schemes with a fixed term. And the operators have never been able to go beyond a few weeks, a few months, maybe a year or two.

The benefit of supported employment is to dispense with these periods, these fixed time periods, and on the contrary take all the time needed to support the person. First, it is true that supported employment must not be intended for all disabled workers, it is primarily for workers in a vulnerable position. Many disabled workers don't need supported employment, today or tomorrow. But for many, if there is no long-term support, it risks ending in failure. The benefit of supported employment is indeed that you have this period of support spanning the person's entire career, including in the transition phases, it seems to me. Because at a company, the workstations have evolved but a person's career can be uneven. At certain times, they may change company, they won't stay at the same company all their life. The benefit of supported employment is that we can support the person throughout their career, whenever it's needed. And this can be adjusted according to the person's needs, the company's needs, and their expectations, too. Thus, at certain times, you can imagine the advisor intervening to help the person, the company, the team, maybe two or three times a week if a situation demands it. At other moments in their career, we will be in a monitoring situation, two interventions every six months may be enough, for example. The main thing is that every time there's a difficulty, an issue that arises, we know straightaway that there is someone there to help, the supported employment advisor who will be able to intervene and help solve the problem.

So that's what I wanted to say about supported employment. I don't think supported employment now calls into question all the systems that exist, all the work that's been done at company level, all the processes for accommodating people with disabilities. However, I think that it's a very important addition. Someone from the outside who can come and help the company to accommodate a very vulnerable person on the one hand and be able to intervene whenever needed on the other. But this is not intended to replace the things that have already been put in place. We know that in companies, as we were saying at noon, where teams or a whole strategy has been put in place, supported employment is not a substitute for that. However, when there's a problem, we can intervene promptly.

Mrs Marie-Lucile Calmettes: Back then, people talked about the disability never going away, even when the workstation was adapted. Today, there are more and more young people in inclusive schools, who find themselves facing the employment market and don't want to go into the protected sector or stay at home, because they've done

remarkably well in their education. For them, we should offer another way that isn't the protected sector or staying at home. And this is also very well-suited to the SMEs, who are not fortunate to have teams like the ones you have in your big firms, which may or may not have a disability mission, and which therefore don't want to commit, to take the risk of accepting someone with a disability onto their team when they're afraid of them, because when you're dealing with mental problems, the risk is indeed greater.

Mr Henri-Pierre Lagarrigue: We'll now hand over to Guillaume Balas.

Mr Guillaume Balas: Earlier, I was talking about the European legislation, saying that a great deal of progress had been made. That's true. However, there are new challenges, I think there is a place for the issue of supported employment. We have to see to this. The debate on the Pillar of Social Rights is starting. This is no small matter. The reality, as you know, is you have the Charter of Fundamental Rights, where progress has been made in a certain number of areas, particularly on the question of disability. However, the European Commission has decided to move forward to a Pillar of Social Rights. We didn't understand what it was exactly, basic rights, a benchmark for European rights? Or is it a set of action programmes? I have the impression that it will be all three. And therefore, the legislative issue, the question of action programmes and exchanging good practices will be raised through this Pillar of Social Rights. The European Trade Union Confederation is already well aware of the subject, including all issues now relating to what they call vulnerable workers, so it is well aware of what it has to do and defend on this subject. We should make sure that companies in particular, and I don't know how your various companies structure the debate, keep this issue in mind in relation to the employment prospects of vulnerable people. I'm telling you this because us MEPs suffer greatly from a lack of interlocutors. Sometimes even a lack of French interlocutors. I negotiate quite a lot with people from Germany and Sweden, in particular, on these subjects.

Next, we have to observe the evolution of the labour market today, and the negative and positive consequences that it might have. There was an MEP in 2011, Mr Ádám Kósa, a Hungarian gentleman who has done a lot of work on the subject... I say so all the more because this is the only subject that we can all agree on... And the work that he did has now led to a process of reflection where we are both partners, reflecting on changes relating to technology, digitalisation and robotisation, and their implications. So now we're going to see a text, right away, broadly about the issue of robotisation, including in the text all the social impacts, including the impacts on people with disabilities in relation to professional integration. And of course there's the glass

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half empty and the glass half full, that is, participation... The fact that work hours are being cut today... We were saying that there are economic problems, there's a problem finding jobs today. For vulnerable people, it's all the more difficult if they are unsupported. Yet there are also opportunities, as Mr Kósa points out. He looks extremely favourably on the issue of robotisation, especially for improved professional integration of the people concerned today. This is a fundamental issue today that cannot simply be discussed in a circle of MEPs. It is fundamental to the future of these issues. And the changes are happening extremely fast. We're going to have to take legislative decisions at European level on this subject, at national level too, and we risk being delayed, which is why I'm calling on you to look at this subject.

Mr Henri-Pierre Lagarrigue: Thank you very much, we've heard your call, you need support and people to promote ideas. Mr Delenne, can you tell us your feelings about the suggestions put forward by Mr Balas?

Mr Jean-Luc Delenne: Effectively, we all have a role to play at European level and at the level of the European institutions. To return to the Social Pillars, that's built into the European sector-specific social dialogue in which we're particularly involved, especially the disability aspects with the European federation of commerce. We know that all legislative changes must go via the European social dialogue, and therefore regardless of level, you, MEPs, companies, organisations, we are all involved in legislative changes, we can all help to make progress with them. I would like to finish but will keep it brief.

I'm also here as the representative of the ILO Global Business and Disability Network, which we would like many companies to join, as we want to establish a dynamic in all the countries of the world, which each company must do in the countries where it has a presence. I will be available after the conference to give information on the subject and to tell them about the international disability charter, which is of course supported by the International Labour Organization.

Mr Jacques Ravaut: I wanted to say that this morning, we talked a bit about the law, and then we talked about the decree that was being prepared. I wanted to say that at the level of the collective, we are glad to see supported employment being given legal recognition, and that's something that's been done very quickly. We can congratulate our politicians on this, particularly Ms Ségolène Neuville perhaps, for the work she's done with her cabinet. There are decrees that are being drafted. What I wish for is that when this decree comes out, the implementation of supported employment in the field

is something that's quite open, something that's quite flexible and also something reactive, that there are not too many administrations, and that it's not too bureaucratic because that's something companies are afraid of. If we want it to succeed, we need something relatively flexible and not limiting.

Mr Henri-Pierre Lagarrigue: Thank you.

That's good. We await your questions. We can spend five or ten minutes on this.

Mrs Laure Calame: Thank you. I'm a member of LADAPT, a former manager and member of the association Femmes pour le dire, Femmes pour agir, a women's association that fights the dual discrimination suffered by disabled women, it includes disabled women, ordinary women, disabled men and ordinary men. We're part of a women's collective, who formed an alliance in response to the issue of violence against women. I wanted to speak today because we see violence against women, especially due to the fact that there is no equality in the boards of directors of companies and associations, in particular those for disabled people, which are often led by men, there is no equality in the employment rate of disabled workers, that today, women suffer 19% of wage inequality, and that for equal work, there is still an 8% gap although women make up 51% of the French population, 78% of female workers are part-time, 50% of women are concentrated in jobs that are often poorly paid, ten jobs out of 87, with less access to positions of responsibility. There is only one female director of a CAC40 company. The old age pensions that women receive are 700 euros lower than men's... So, since 1972, equal pay has been a legal requirement, yet we have still not achieved it. In 1983, the comparative situation report created a tool to enforce this equal pay requirement, but it was abolished in 2015. We are asking for this comparative situation report to be brought back, and for effective penalties.

Today, we wish to apply the 2006 declaration of the European Court of Justice, which declared that a directive in favour of equal treatment in the area of employment and work helps carers and employees who are discriminated against. We want carers and disabled workers to be able to access carer status.

There is lifelong help with wages, employers are trained, remote working for all, awareness-raising for students.

At the present time, family carers are subject to discrimination, wage disadvantages and limitations in their career progress. In relation to violence, disabled people, like women, may be locked up. So we want the liberation of disabled people, because they don't need to be locked up in specialist institutions.

I want to say, I'm tired of violence, of segregation, of disabled people being kept away from others. Why should you have your wages cut when you suffer a disability? Why should you be kept away? Why is the right to accessibility not upheld?

We don't just have a little disability, disabled people have skills, that's what they want to see emphasised! And this isn't emphasised enough today. What we want is one single employment agency. A Pôle Emploi [French jobcentre] for all, Missions Locales [French youth employment and training centres] dedicated to supporting disabled workers and ordinary people, so there's no more segregation in specialised agencies set aside for people with few qualifications, which do not enable them to be treated equally because we know very well that being in separate entities does not enable everyone to make progress. When you all have severe difficulties, you're illiterate, you have language problems, with health problems, well that's too much! You don't have the strength to fight for recognition, to fight specifically for recognition of a disability like dyslexia, which people either don't know about or on the contrary are all too familiar with! For example, a training organisation told me two months ago: we only take "dys" people because they're easier to place on the employment market. Do you think that's normal? I don't!

Mr Henri-Pierre Lagarrigue: Thank you for your input...

Mr Éric Blanchet: This testimonial also needs to be heard, because there are also life situations that aren't easy, and I think that's part of the everyday reality of a certain number of people. We've talked about work, now I'm going to talk about income. When you work, you have an income. The international Convention on the Rights of Disabled Persons states that all work deserves a salary, and raises the issue of people who work at an ESAT or an adapted company, but above all at an ESAT, but that's not my question, it's something France will have to address at some point. That should not be allowed to be a disincentive to supported employment. This is a real risk because some might see it as being in competition with it, whereas it actually kind of complements it. For a few years, we've been talking about a basic income, now a universal income, we know that a number of texts have come out about work, changes in work, you talked earlier about the impact of digital technology, digitisation, which is meant to spell the end for a number of trades, I think it will make new ones appear, but it must be well-managed to avoid excluding people who are already excluded today.

What does Europe today think about these universal income and basic income projects? I think they also have different interpretations, but it's a reality because these

issues are arising beyond Europe, too. What is Europe's approach to that subject?

Mr Guillaume Balas: Yesterday, I met a specialist on the subject and he asked me the same question. Today, the studies that we might have read, I'm wary of forecasting studies, I generally don't have much faith in them, but still, they are indicators and can help with decision-making. The most pessimistic studies say there will be a rate of 50% of jobs lost to digitalisation and robotisation that aren't replaced, the most optimistic say around 10% of jobs won't be replaced. Therefore, according to these forecasters, who might be totally wrong, there is mild concern and we will need to react. Where does the debate stand at European level? On the question of universal income, basic income, there are three main trends, the first one is the absolute refusal to mention or work on the subject.

This is more of a consensus among most trade union conventions. There is a threat to real wages.

For the time being, there is quite a lot of hostility from those partners. Nonetheless, the second trend tends towards experimentation. This is the case with a number of towns, more towns than countries, often they are regions, there, in France, particularly with the department of Gironde, which is running a trial on the subject, as is Finland, it's also the case with a number of local authorities in Spain, and more complicated trials in Italy. Put extremely simply, the issue that is raised today by the universal and basic income, which are not the same thing at all by the way, is that there are those in favour who think that the European welfare state as a whole is too expensive and that there should be one single allowance for everyone to enable them to be independent, and in exchange a number of other benefits are reduced, and then there's another vision that sees it as an additional element in the European social rights system. In both cases, we see that it poses a question, it poses a problem, and it creates attitudes that aren't always positive. Those who fear a dismantling of European social rights, with a single allowance, and those who fear that the financing method, if it's only an addition to the existing system, will make it impossible to apply the universal income on a widespread basis. That's why quite a few discussions are starting to go ahead, we're at the start of it, we're making progress with the idea of the third option, which is the radical transformation of the social protection systems, not to diminish them, but to adapt them to those changes, and where the question of universal income is a central question in the discussions today. Here I'm referring to a report produced by a German colleague, Ms Jutta Steinruck, who has produced a report on the digital market of today, and who now explores and expounds on her subjects of transformation of social protection as a whole, and the question of the universal income or basic income.

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One important point, the terms of discussion of the subject, a number of States, most of them in Europe, now resemble France, where the national legislation still prevails in the field of social benefits, but for a number of other countries, that's not the case and it's about the contractual policy instead. And there too, the methodology is very complicated, because when we want to make progress on this type of subject at European level, the Swedish bosses and trade unions come along and say: hands off. Because the legislative framework will obviously be the most different compared to what exists in our countries, so we'd prefer you to say nothing at all. And for the moment, and I regret this very much, social policy is not a competence of the EU, Articles 51 and 53 of the Treaty on the Functioning of the European Union specify that the European Union can complement the social action of its States but not replace it. So there is no primary legislative force except for posted workers or certain technical fields like construction for example.

Mr Henri-Pierre Lagarrigue: Thank you. Any questions? Mr Blanc?

Mr Pierre Blanc: The preparation of a decree was mentioned, but have the national authorities in charge of the decree on supported employment carried out a serious study of the scale of needs?

Mr Jacques Ravaut: When we started work, we worked with CNSA and asked them to conduct an opportunity study which concluded that around 70,000 people were concerned by this request for specific employment in the form of supported employment. CNSA also undertook to evaluate the economic situation.

These are things that existed in Europe, supported employment, France had to adopt them in its own way, but I think the model has already proven its worth abroad.

Someone from the audience: Hello, I'm from Bangladesh. I live in France. I'm sorry I have to speak English, but my French isn't good enough.

I'd first like to thank all the speakers from this morning and this afternoon.

They spoke about inclusion, diversity, that's very important, especially diversity, integration. I'd precisely like to tell you about my practical experience in Europe and in France.

There are many disabled migrants, and they have to deal with what I'd call a kind of dual discrimination when it comes to integrating into the employment market. It's not a question I have to ask you, but rather I'd really like

to share my experience with you. Here in France, for all administrative things, I'm integrated administratively into this company. Now, since 2010, I've been working as a volunteer for the European disabled people's agency, and I'm also a volunteer at European commissions and other institutions. Unfortunately, I still don't have a job. Either in Europe or in France.

So you've all said diversity was important, and it's true, absolutely. So when you think about diversity, please also think about disabled migrants, we mustn't forget them. Thank you for listening.

Mr Henri-Pierre Lagarrigue: Thank you for your input.



Developing an inclusive labour market in France and in Europe

ROUND TABLE III



Program ERASMUS + DESC

Mr Timothy Ghilain
Communications officer (EASPD)

Mrs Pauline Arnaud-Blanchard
Co-founder of UPTIH

Mr Marc Caballero Ciscar
International project officer (Fundación Emplea)

Mr Thierry Delerce
Regional Director of
LADAPT Auvergne-Rhône-Alpes

Mr Fabrizio Fea
Medical director (Scuola Viva onlus)

Mr Stéphane Grange
Coordinator of social project Messidor

Mrs Isabelle Mérian
Director of FAGERH

Moderator: **Mr Henri-Pierre Lagarrigue**
European and International development
(LADAPT), coordinator of the DESC program

Mr Henri-Pierre Lagarrigue: The day is well under way, I know it's been very busy up till now, thank you for your patience and your commitment to working with us.

This morning, we addressed the generic, political, broader aspects in relation to what we call inclusive employment and the ways of achieving it, especially the promotion of supported employment, and this afternoon, companies had their say and explained their own strategies to us. From the point of view of the service providers that most of us are, a process of reflection is needed in order to meet people's need to be considered, like anyone in our society, and the corporate strategies that will lead to acceptance of disability, and we as service providers are ourselves working on bringing these two factors into correlation in supported employment. It is indeed a case of creating a triangulation between the person, the company and our service offering, or our future offering in any case.

At this third round table, we want to address a particular theme that was actually suggested at previous round tables. People have talked about change, and now we're going to talk about support for change. Here we're talking about securing career paths. Last year, for those who were at the European Parliament in Brussels, we presented a guide to good practices, in terms of securing career paths and supported employment. We now bring you season 2, in which we offer a training campaign for professionals. When we talk about securing jobs, we have to talk to employers, and when we talk about supported employment, we also talk to the support services. So the companies and support services entrust their employees with tutoring and support tasks. With my European colleagues, we formed the hypothesis that there was no magical thinking about that, we don't go from a system of classic accommodation, classic training, classic support, to a support strategy that's permanent or in any case situated in the mainstream work environment, and that in fact there was a need and a social responsibility for the company to support employees' skills development. The work that we're going to present this afternoon stems from that: how and why we think it's necessary to train company employees, professionals in the sector of inclusion, in the broad sense of the word, but also staff who are able to guide people with disabilities. I'm thinking of Pôle Emploi, Cap Emploi, Missions Locales and MDPH, here in France, but also the Belgian, Spanish and Italian equivalents for our colleagues. We also propose to train volunteers, like for example those in the Réseau des Réussites network within LADAPT. In short, any person with a disability who wants to be included in the mainstream work environment.

The framework that we propose today addresses this. For those who've been able to browse through it quickly, we

propose four units, the first one presented by Tim discusses the way we've conceived of the rights environment, we haven't invented anything, we're basing ourselves on the principles of non-discrimination, promotion of equal rights, etc. Secondly, what we mean by securing professional careers, and what place we think the support provider of tomorrow should give to the person they're supporting, and we'll talk about empowerment. Thirdly, securing career paths. We can't move towards securing career paths in the mainstream work environment without considering the need to work on support strategies that include freedom of choice. The fourth unit concerns the way we assess the approach. We've designed our framework following a quality-based approach.

That was the introduction, I'll let Tim introduce himself and present unit 1.

Mr Timothy Ghilain: I'm from EASPD. It's already been said today that work, including Article 27 of the Convention, is central to the inclusion of disabled people, to ensuring that they are valued and to their participation in society's activities. The aim of this unit is to present some educational tools to assist those who help and support disabled people, employers who are considering hiring disabled people, and colleagues so they know what to expect. It also enables us to internalise the principles, because people often say, "I'm for inclusion", but without necessarily understanding the principles or knowing what it involves exactly. In this context, it's the legal context, and it's up to the legislation to provide a context for what the employer and the service provider will be able to do. There is also the international legislation that we have to look at, because everything starts with the ICRPD, the French, Belgian, Estonian legislation is trying to implement the Convention but it's created an ambitious legal framework that presents a transition from a medical model towards a human rights model. And it's important for people working with a person with disabilities to properly understand this transition and implement the human rights model. Whereas the medical model sees the person as a patient. With the human rights model, it's important to see the person in terms of their skills and the way they can participate as an economic stakeholder and a citizen in society.

The first part of this unit will focus the study on the Convention, on the international rights of people with disabilities, and on Article 27 of the ICRPD regarding labour law and employment.

It suggests practical paths of engagement for professionals. It's important to not just talk about legislation, too often we talk about what should be done, locally or by the company or the employer, but practical solutions must be found.

ROUND TABLE III

Program ERASMUS + DESC

We identify the role of the service providers, and what the employer can do. We try to look at practical solutions. While the International Convention has a relatively limited legal impact, the European Union has developed legislative initiatives. We can't cover everything, and the model for example covers the directive against discrimination that was mentioned this morning and has not yet been implemented. We hope to be able to do it soon. The first part is about the 2000 directive in favour of equal treatment, which requires employers to take measures to facilitate access to employment for people with disabilities. This is a concrete measure that gives employers the means of facilitating the inclusion of disabled people. The Garantie Jeune programme offers all young people under 25 a job, training or education. The recommendation of the council on the integration of the long-term unemployed recognises the importance of a personalised approach when supporting a person in their job search. These measures are important for companies and support services, so that they have a good knowledge of the tools available to them, and don't put anyone in a situation of disability due to a lack of understanding or knowledge of these tools. So we try to put these European legislations, which are sometimes confusing, within everyone's reach. The European Semester is also presented to show how it can be used by companies.

Ultimately, the unit is really designed to facilitate the understanding of international and European legislation so that it can be used by staff and service providers, and all people working with disabled people, whether they are familiar with all concepts relating to labour and employment law.

For the next step, the second module discusses the practical implementation of this right to employment, which will be presented by my colleague Henri-Pierre.

Mr Henri-Pierre Lagarrigue: Thank you, Tim.

It's a paradigm shift, we're switching to a social approach. The disabled person will develop a strategy of inclusion through employment. It's essential to rethink the hiring model up to the implementation of the employment contract, etc., in a context that takes account of non-discrimination, promotion of equal opportunity, securing of careers, and implementation of careers for people with disabilities.

Unit 2 now. It's important to specify what a secured career means to those who will be trained. We're referring to the national laws on the securing of professional careers. It's important for the person to have a path, a career throughout their life. This career must avoid peaks and

troughs. The aim is rather to achieve a kind of linearity that encompasses all situations. We can have an accident in life, but we try to maintain a level that's enough to keep us an integral part of the social corpus. In the context of people who are struggling with living arrangements, we must ensure that the employment contract is preserved. That's what we're talking about. At this time it will be a case of mobilising the entire arsenal to ensure that we're searching for linearity in the person's professional career, rather than peaks and troughs. We feel that it's important for the concepts to be fully integrated because tomorrow, it will be corporate professionals and the supporting social sector that will be in charge regarding disabled people. If we don't know what we're talking about, what will we do tomorrow? There is a need to support employees on an ongoing basis. We're emphasising the fact that employees are stakeholders in securing these careers.

Next is the second point, the person. They are central.

With regard to what Tim was saying about rights, we're going back to the fundamental issue, the rights of the individual, neither the community nor their environment, but the rights of the person themselves and their expression. What could be better than ensuring that the support provider has the best possible understanding of the theories and acts of empowerment, how can we help the person to be the decision-maker in their own life?

We are aware that as supporting persons, we are not always at the top level of empowerment, we sometimes make decisions on behalf of others. So when giving support, we can ask ourselves whether we have to meet our need or that of the individual as such. This is not a value judgment but a question that we should ask when qualifying the support given to people. That's why we felt it relevant in the training to raise awareness of the concept of empowerment, the individual's ability to make decisions and optimise them.

The second point in empowerment: we don't do things instead of someone else. The person will have employee status. Who will decide what? It's the person themselves, in the expression of their employment contract, of their environment. If they've signed a support agreement, who will decide? It will be them. This is a tangential element of the training that we will deliver. It is absolutely essential to imagine spaces, to create places for peer counselling. Moreover, these places of exchange and especially knowledge are extremely important. There's something in what we've worked for that's connected to these third-party spaces and absolutely must be preserved.

The approach that we propose is not unrelated to what was presented this morning and this afternoon,

namely in the diversity and CSR policies, there's an upstream process of reflection on the strategy that the company intends to roll out, in terms of management methods in particular. This is extremely fertile ground for social innovation, and there, incidentally, all corporate stakeholders are concerned, as well as the broader environment. Here we're pointing to the effort needed from the supporter training provider, the job coaches... There is no fixed title for professional support providers today. We refer to professions and professionals whose aim is to support disabled people in employment but who are often disconnected from that employment. Just because you work relevantly in the service provider sector, doesn't mean you're comfortable in your knowledge of how a company works. So there is an effort to be made among professionals to find out what they're talking about, where they're acting and what the limits of their intervention are. The action, in terms of innovation too, must be defined in a specific framework. This was mentioned earlier on. It's out of the question to set off without a care in the world, and it's precisely because we will have defined an expectation, observed an expectation, a need, and will have defined some objectives, a framework for action, a timescale and ways of evolving, that we will be able to move forward.

For us, there's a setting, a necessary and sufficient degree of rigour which must be shared between the various stakeholders presented earlier on, so that we can move forward with peace of mind, more serenely, in the area of securing career paths.

The work that we propose to you doesn't make sense unless you focus on the realities of diversity and CSR policies, in the sense that we feel that those policies are a major paradigm shift in the way we understand work today and tomorrow, and that we absolutely must be vigilant to ensure that disability is an integral part of these policies as a lever and as an observation ground.

There, from the outset, as soon as these policies start to be implemented, the issue of disability must be present. It's essential that those who will be providing support in the company are also aware of that. It's always a case of, "What are we talking about in order to perform at our best?"

Lastly, we've deliberately chosen to say that supported employment was a winning strategy in order to secure careers. Today, nobody is shocked to see a blind or sight-impaired person being accompanied by a guide at the Paralympic Games, it shocks no-one. For us, supported employment is rather like that. If we're not necessarily there with the company, we can't be sure that the employment

contract is guaranteed. It's our idea, which is why we've included the promotion of supported employment as a support function for securing career paths.

Mr Marc Caballero-Ciscar: Our organisation is a Spanish non-profit body called Fundación Emplea. Our aim is to bring innovation and training to organisations working on the ground, and therefore we bring them the tools they need to improve their work. When we were invited to DESC, we said yes immediately because it enables us to tackle two big battles in Spain: managing decision-making concerning disabled people on the labour market, and commitment, essentially that of employers.

In the training context, we also have a third unit on the subject of supported employment.

And as Henri-Pierre said, there is a choice. At the previous round table, it was said that not everyone needs supported employment. It all depends on the circumstances.

But if we look at things overall, we believe that is a good strategy to help increase disabled people's participation in work and especially, to enable them to manage the transition process and the difficulties that people will encounter throughout their life. So, how shall we do it?

We have to start by asking: what is supported employment exactly?

And what do we do when we want to give training in this context? We've decided not to take too many risks, so we've taken the European definition of supported employment.

We thought it wasn't worth spending too much time drafting definitions because there are experts who have already spent a huge amount of time establishing the basic definitions. But we could be involved at a later stage. Making these decisions and helping people to implement them.

Therefore, in the third unit, there's a reference to supported employment and then a passage on the principles, too. And we also talk about practices and implementation, but we felt that it was initially useful to clearly explain the basic requirements. Once again, it comes from the definitions and principles adopted by the European Union in the field of supported employment.

Our aim was not to do more, it was about being practical. Then, we wanted to put a methodology in place. What are the stages that need to be completed in your company or your organisation in order to put a supported employment system in place? What are the five steps?

ROUND TABLE III

Program ERASMUS + DESC

Well, if you look at the European Union toolbox in the area of supported employment, you'll find everything you need to understand the process. So we worked a bit on this five-step model but we thought it would be useful to implement the DESC approach. So we have to talk about the five steps. It comes from UCS.

We've tried to implement these five steps according to what we've learned, in the context of the DESC project. It's the result of a search for good practices, implemented at the very start of the project. It was interesting for us to see how the various organisations in the various countries were putting a supported employment system in place, and to see what approaches worked well and which ones didn't work so well.

Next, we had to adopt recommendations that would be useful for a large number of organisations and companies. The result is a guide containing 29 technical recommendations that might be useful to you if you want to manage the transition from the supported person's point of view. In this training unit, we've tried to use the knowledge gathered at the start of the project on what worked well, what didn't work so well, in order to decide how you can put a supported employment strategy in place. I've just said there are 29, but I'm going to underline 4 recommendations that I think are very important.

First, during the course of our research, we realised that the organisations that were able to set up a multidisciplinary team, in particular in the context of their support processes, were able to obtain some very good results compared to those that concentrated only on one viewpoint, such as the professional profile, for example.

So these multidisciplinary teams are a good practice, in our opinion.

Next, as one of the speakers said, it was a matter of support services. But not all organisations were able to make a ready-made system, or rather a tailor-made one, for a whole series of reasons. However, the legislative context meant that we had to meet certain criteria to obtain funding. And if you have the chance, you indeed have to respect a legal and financial framework that enables you to then supply tailor-made systems. If you want to follow the administrative and financial rules that enable you to receive funding for this supported employment policy. There are other important facts, for example, peer support. In the organisations that have been able to obtain support and assistance in a trade union context, for example, from peers, well that contributes to success. The results are much better at organisations where local support networks have been put in place.

It's about making sure that employers are involved in the procedure. From the outset and throughout. Some organisations had a degree of dynamism from that point of view, and the results were much better.

The results are much better when you know who to speak to, when you just have to knock on a door and use the recommendations formulated in the DESC guide.

Mr Fabrizio Fea: Regarding supported employment and in conclusion, we've tried to describe the unit in five steps, but we must also take account of the 29 recommendations. It's not always easy but I recommend taking a look, it's useful and it complements the training.

I'm Fabrizio Fea. I work at Scuola Viva Onlus, an Italian association comprising a rehabilitation centre. We've joined DESC. We thought we could contribute to something because in general, when we talk about rehabilitation and re-education centres, we don't really know what we mean. Sometimes we have to discuss it, what is rehabilitation?

And then what does it mean when we talk about work and employment at an institution like mine?

We found part of it in our activities because we give people who contact us, who have learning disabilities, the opportunity to become independent. Art is a very difficult business... An artist's life isn't easy. And sometimes, they only become well-known and their paintings only become worth large sums once they're dead. It's important to enable them to make their own living while they are alive, and that they derive some satisfaction from it, like anyone who has an artistic job such as opera or any other area... When we started working with DESC, we saw that the laws existed with regard to disabled people, we had good legal texts in most of our countries. But we realised that something was missing, and that all these legal texts failed to provide the opportunities needed by disabled people on the private labour market. So we had to read through the legal texts to understand what we already have and what we need to do. We decided to dissect the legal texts, look at them, in order to see what we could do to ensure these legal texts worked in the context of the DESC project. That's what we did.

Based on our national legal text, we took account of this text when we wrote these brochures. But you won't find the legal text in the brochure. We tried to make comparisons. I'd like to return to what Marc was saying about supported employment. It's sometimes a problem in our country because at times, a law is needed in order to have the right to do this or that thing. In the case of supported

employment, we realised that it's never explained in our legal texts.

It's something free. If you want to help someone who has mental or physical disabilities, you can proceed as you see fit. Sometimes, I've seen disabled people placed in a company with no help, no expectations, nothing at all, just because there was a quota, because a certain number of disabled people were needed. So the concept of disabled employment has to feature in the legal texts. Not because we have to underline it, but because we realise the importance of supported employment in helping disabled people to find a place on the labour market.

Marc talked about that earlier, preparing the place of work. Ultimately, we have to work with employers to understand what we have to do for the disabled person, what they will need exactly. I think these are very important aspects that we have to take into account because in many countries, it seems to me that it will otherwise be very difficult to place disabled people in companies, because no-one will know how to implement the local and national legal text that we already have. That's what I wanted to say.

Mr Henri-Pierre Lagarrigue: Thank you. So, effectively, I'm not going to paraphrase what's just been said, it seemed more appropriate to us to base ourselves on the law, and how negotiation in the company, virtually by mutual agreement, is established, while complying with employment law... That's why we don't put the rights in conflict with what we're proposing, but what we're advocating is each person's sense of initiative and the duty of everyone, especially entrepreneurs, like the supporters that we are, to be enshrined in the law as it stands so we can be very creative. This was said this morning, supported employment legislation is coming to France, and let's accept a broad concept of supported employment. I mentioned the fact that we built our approach on the principles of service quality. That is, our starting point is the reality of disability employment and people's rights. This has led us to consider our work and the way we're going to propose it specifically in the training. We're starting with the reality of the employment situation, we're observing, we're suggesting action for adaptation and improvement so the disabled person can perform the tasks asked of them in an optimal context. The quality approach is then based on qualified assessment criteria, designed with qualified assessment criteria in mind. What do we do, what does that give us? And we perform an independent or shared analysis and aim to improve the system. That's why, when I spoke about the public earlier, I should have qualified things, speaking to professionals. Corporate professionals, and therefore, we are indeed working on change management, that's what I said in the introduction

because it seems that we really must be careful, beware of declarations, it's good to have intentions but it's even better to show them. That's what the assessment system is about. What are we going to analyse? Change! How people's careers can be made more secure, how individual empowerment can be improved, and so on.

If we want to take action on the environment, we've set out these principles.

If you have any questions, we are of course at your disposal.

Mr Stéphane Grange: Hello, I'm Stéphane Grange, Social Project Coordinator for the French association Messidor, and for a few years we've been developing job coaching, supported employment, the IPS model, which works very well. We're clearly positioned in the field of psychological disability, and I wanted to know how you go about training the professionals who are going to intervene, both in terms of individuals and companies, given the variety of disabilities that have to be covered. I wanted to know how it would work. Because the subject of securing career paths, training, etc., also raises questions for us at Messidor and the CFEA, too. So I'd like to ask you about that.

Mr Henri-Pierre Lagarrigue: It's true that this question has been raised, because when we talk about disability, there is an extremely wide range of situations. Our approach was to start from a common denominator, namely a cognitive approach, saying: it won't work for all disabilities, however, with this type of approach, it will give us a very unique slant. We aren't talking about any disorder in particular, but about the consequences of these disorders on the person and their environment.

Mrs Isabelle Mérian: Hello, Director of FAGERH here, I don't know if I've been attentive enough to what's been said, but have you started working with universities or not? Or training centres?

Mr Henri-Pierre Lagarrigue: You've been extremely attentive, and no, we haven't worked with universities, however we're referring to various European and academic projects in our process of reflection. In the framework that we're proposing to you, we make reference to research, as well as applied research, either individual, collective, or within other European programmes that have also sourced our reflection and our work. For the experimentation phase, in keeping with the theme of the day although the next step is early 2017, we've set ourselves the task of training 120 people at European level, meaning that we're going to experiment with this framework from the outset with forty or so in France.

ROUND TABLE III

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Mrs Isabelle Mérian: The question was about the subsequent implementation at European level with universities from various countries that might be partners in implementing it, or maybe not universities, but partners. We're upstream of that, perhaps.

Mr Henri-Pierre Lagarrigue: I think that will be the next project. Here, we feel like we've put one foot forward in a process. Today, the broader, experimental research approach is missing from our process, and so is a direct partnership with businesses, in a major way. I think that the next project, and we're thinking about it, will be to open up the reflection and action to companies that will be our partners on the next project, and why not universities, yes.

Mrs Pauline Arnaud-Blanchard: Hello, everyone. I'm Pauline Arnaud-Blanchard, Co-Founder of the Union professionnelle des travailleurs indépendants handicapés (UPTIH) [Professional Union of Disabled Freelance Workers]. We're the only association in France that addresses and deals with the subject of entrepreneurship for people with disabilities. Here's my question.

I understand the benefits of a quality approach for creating a kind of measuring instrument to understand the impacts that training courses can have on skills acquisition for disabled people, I was simply wondering whether it might be a bit provocative, I'm sorry, isn't it a bit too early to consider a framework, in general, the quality approaches in companies are put in place when they've reached quite a high level, yet here, we're building bespoke training solutions, how do you aim to make a connection between the framework you're suggesting and the need to keep things bespoke?

Mr Henri-Pierre Lagarrigue: I think the central concept is that it will always have to stay bespoke, it has to be personalised. Here, we provide tools that will enable us to adapt to each situation, but then, for each person and each job, and for each disability, it will be an approach that has to be adapted to the collaborator's situation, but also that of their colleagues.

For the framework, I don't think it's too soon, the aim is to provide tools to move forward.

Mr Thierry Delerce: I wanted to give an answer in my own way, I'm the Director of LADAPT Auvergne-Rhône-Alpes, it's not about seeing this framework as a pattern for making clothes that every supported person has to wear, rather it's a basis for training the tailors so they can make bespoke suits for each person.

Mr Henri-Pierre Lagarrigue: That metaphor is spot on, that is indeed what it's about.

If you have no further questions, since we're waiting for the Minister, who will be welcomed by LADAPT's President Mr Constans, would you please give us your conclusion, Fabrizio.



Developing an inclusive labour market in France and in Europe

SYNTHESIS AND PERSPECTIVES



Mr Fabrizio Fea
Medical director (Scuola Viva onlus)

Mr Emmanuel Constans
President of LADAPT

Mrs Myriam El Khomri
Minister of Labour, employment, vocational training and social affairs

Mr Fabrizio Fea: At the end of a long day, it's not easy to give a brief conclusion. This morning, I took several pages of notes. So of course, we're not going to repeat all that. It's maybe just a case of distilling the main points.

Well, if we start from the basic premise, it is indeed a matter of supported employment. And I'll repeat what I said, supported employment is a very important and interesting methodology. Supported employment, talking about its history, is something that began in the United States in the '80s thanks to Paul Weinman at Columbia University. For ten years, it spread across the United States, then Ireland, then it came to Europe. And in '96 we began to work on it with our association. We joined other countries and set up the European Union of Supported Employment. Some countries, from the outset, were able to convince their parliament to build something around it, rather than legislating. But it was difficult to start this work on supported employment, because the other organisations didn't all think it was the best solution. Everyone had something to say about it.

So I think we have to look at the extent to which we can create a legislative context that gives us the possibility of applying a methodology once we've been able to persuade others to accept this methodology, as is the case here. There was research at universities and in Europe about how supported employment should work. We've talked about employment all day, and supported employment this morning.

So, another thing. I think this might sum up the entire day, it's what the lady from FEGAPEI was saying, turning intention into action. And that's something I was already saying in February when we introduced the project to the European Parliament in Brussels.

So, after an entire day of discussing employment for people with disabilities, the question arises of what are we going to do? Are we just going to put on our CV that we took part in this meeting or are we going to do something else once we get home? If we do something to implement Article 27 of the Convention, at that point, coming here will have been a winning move, because that is indeed what we want to do. We've heard about percentages, we can think about that, the figures are not always very good, but if we ensure that the legislation in our countries is truly good, that will already be a start.

So let's try to challenge this figure of 40% of people with disabilities being unemployed, and it might not even be the real figure.

Because I personally see very few people with disabilities in work. And do those people earn a real salary or is it just

pocket money with the activity simply being a rehabilitation activity?

So, as has been said at the round tables, which I have to say were very interesting, the one this morning...

We've heard about stakeholder cooperation, concerted actions, research, data... These are important things that we have to think about.

So placing and training, not training and placing. We've worked hard on that with Steve, also in the course of research, other research projects.

And this afternoon, we talked about the viewpoint of the employers, who are helped by the legislation. There are tax reductions, for example, it's a way of persuading them that it's not at all about charity, but really working with these people with disabilities. And we have the DESC project, its principles, why it's important, why we are committed to it, it's for the same reason that we think Article 27 is genuinely something concrete, it's not something that was simply added for the sake of political correctness. And indeed, the Italian Constitution deals with work in its first article, it says that Italy is a democratic republic, founded on work. There might be something similar in other countries.

So what are our expectations? Maybe we hope that the European Parliament can decide on the directives, as the Vice-President of the European Parliament was saying this morning, European legislation could make things easier in our countries, help our public authorities to facilitate the implementation of Article 27. Those are today's salient points, I think.

And those are the ideas that we have to bear in mind when we go home, and make them concrete. We have to go beyond the words written on paper. Thank you.

Mr Emmanuel Constans: The Minister should be coming soon, and I think it's important, her arrival is important to the subject that concerns us, work for people with disabilities at French, international and European level. So that's something, and she should be here soon. Meanwhile, I would like to say a few words in conclusion now, to stop the meeting from overrunning, I don't have much to add to the summary that was provided remarkably well by Fabrizio a few moments ago, and I offer him my thanks. On behalf of LADAPT of course, I would also like to thank all you participants, all those who came to this meeting, thanks of course to all the speakers who came from various places, be they representatives of institutions, the Members of the European Parliament that we had this morning, representatives of the Commission, representatives of associations and companies; naturally, people with disabilities can't work if there is no employer,

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no company and no public sector, so their participation is naturally something of really crucial importance. I would also like to thank the whole EASPD team who helped us to put on this international conference, and really, we are infinitely grateful to you, thank you very much in the context of our partnership that is developing all the time. Before saying a few words about the background, I'd of course also like to thank the organisers of this conference, of course, the general management of LADAPT, and our interpreters who are here and do an amazing job so we can have both languages live and in real time. Thank you to all of you. There will of course also be records of this symposium so we can continue to explore this important subject in greater depth.

In substance, what I will take from this, briefly, are the following points. First, and a number of these points will surprise you as they weren't mentioned at this seminar, and they will be on the agenda of the European Disability Employment Week beginning at the start of next week.

First, work, employment, that's the first point, it's really a demand from disabled people, a demand that's still extremely strong and might grow even stronger, as many people here have said, because... Ah, here's the Minister arriving. And I'll ask her to come to the stage, Madam, if you would...

As I was saying just now, Minister, we've worked all day on this question in the context of this international conference on the work of disabled people, we've all worked on this subject of employment and work, and of course on a subject that you know particularly well, which is that of the supported employment of disabled people.

What comes out of this work, of which a detailed summary was given a few moments ago, I'll say it in just a few points, first it's that work and employment is really a demand of disabled people that goes beyond remuneration and service provision, for LADAPT, for disabled people and for many people, this work is really a value. And we see it at European level in the various countries; the Italian Constitution, I didn't know that, states that the Italian Republic is founded on work, you see, that's something quite impressive. The second point is that this demand comes from disabled people in various areas, those who want to work in a mainstream environment, and who can, but the demand also comes from people in institutions, people with psychological and mental disabilities who in this context, particularly following education in a mainstream environment, really want to work like others, with others. We've also noticed that already there's an active and constructive response from the companies that want to hire disabled people, who of course want to fulfil this requirement, but that's not the only reason. For example, big companies are developing this action from

a civic perspective, and small and medium-sized companies also want to hire people with disabilities, surveys have shown it, even though the law does not require them to.

The European orientation is of course key in this area, we've seen that. The orientation is towards the mainstream environment and the employment contract. So of course, that forces us to adapt, but of course we must also take account of the ESAT situation, adapted companies and people who won't be able to work.

And the other point that appeared, and we've discussed it a lot, is the solution of supported employment with this dual aspect, employment, a real job, and then support, we of course have to explore this support in more depth.

We are particularly glad, Minister, that you've come to this conference, because we really wanted to show our considerable appreciation following the introduction of supported employment measures for people with disabilities into French law for the first time. This is something that we'd been waiting for at LADAPT for several years. In Europe, we were nearly the last ones to do it, because in some places it started twenty years ago, it came gradually via Ireland, and it appears that it's a solution that's now in the law, and we've made up for this delay in France thanks to you, and of course it's a chance, an opportunity to concretise things. There's a decree, and we hope it won't be too long in terms of scale, as it's already several pages long, it's urgent of course, but it has to be a joint effort, and there we're really counting on you. We indicated that there also needed to be flexibility so it could be implemented under the right conditions, and you'll be talking to us about it. What seems really important to us is that supported employment is really part of the labour and employment sector. Of course, there's the concept of support, the medico-social aspect, but the fundamental aspect to making the reform a success at European and French level is really that it must be about employment, and therefore the Ministry of Labour and Employment, of which you are in charge. Over to you.

Mrs Myriam El Khomri: Thank you very much. I'd first like to thank you, LADAPT, its President, of course, its Director also, for organising the symposium at UNESCO on the issue of supported employment, and thank you also for organising this European Disability Employment Week for the twentieth time.

Quite quickly, although it's very important to me, I'd also like to thank all the associations, all the entities that have been united in this collective for over two years, because it's thanks to them, thanks to the work of the MEP, that this question was able to take its place in the public debate, the debate surrounding labour law. In order to respond

to the disability employment situation, we have to show pragmatism and not overlook any solutions. I make no opposition between the duty of employment on the one hand and the duty of support on the other. If you don't mind me saying this... A DARES report showed that the direct employment rate had been rising since 2012 and that the number of people with disabilities in employment had increased in 2014. But unemployment among people with disabilities is still too high in our country. And of course, training for people with disabilities must improve, in particular for jobseekers, because everyone knows the level of training among unemployed people with disabilities is still far below that of unemployed people as a whole, and the active population.

This is also one of the actions that we're carrying out as part of the plan for 500,000 additional training plan actions for jobseekers. An effort has been made, which will enable us to give you specific data about the extent to which this audience has been a priority in this plan. Besides, as you said, labour law included many provisions on the qualification of people with few qualifications... For people with a level below BEP [Certificate of Professional Studies] or CAP [Certificate of Professional Aptitude], the decision was made to double their training entitlement, which will be 48 hours a year. This provision, we analysed it and noticed that it would be particularly favourable to people with disabilities since over a quarter of jobseekers who benefit from the employment obligation have a level of training below CAP. Labour law incorporates the concept of supported employment. I'll say it now, this is not at all an experimental measure. This is a step forward, and a decisive step forward in my opinion, which we owe to you, in fact! I think the decision to launch the parliamentary mission on the subject of supported employment was made in 2013, and beyond the remarkable work done by Annie Le Houérou, all the hearing work, the work done with you made it possible, established the fact that it wasn't enough to just place jobseekers in companies, but long-term support for the disabled person employed in the mainstream environment was needed if they wanted it, if they expressed the need for it. This is a small revolution in the way we think about the professional careers of people with disabilities. And this support, in a way, should of course enable us to meet the needs of disabled people, but also those of employers, those of colleagues, of the working community, precisely in order to facilitate the integration of disabled people into teams, and to also make the workplace a formal and informal place of learning. This is also extremely important.

And this recognition of the usefulness of supported employment is an essential step, I think, along the path to the inclusive society that we are striving to build together.

In particular, it must enable us to help those living with a psychological disability, you said a moment ago. I think... I went to the Clubhouse in the 19th arrondissement of Paris, a place that's quite emblematic of what community health could be, and I think this issue of disability must be taken into account more in the workplace. Supported employment is also part of a new approach: place people in work, then train them, wherever possible, rather than training them and then placing them. And I'd like to make a parallel with another scheme derived from the European youth initiative, as we have European partners here, that of the Youth Guarantee, which we've been experimenting with for over two years now, it stems from the same logic, that is it puts employment first and is committed to supporting those young people who are the furthest away from employment. It promotes the idea that this support can be effective if it's intensive and personalised, and if it combines a variety of experiences and work placements, the opportunity to train and earn qualifications, from the outset. And this commitment is paying off! We've worked with a scientific committee, monitored young people who are not studying or in training, in situations of insecurity, those who have benefitted from the Youth Guarantee and those who haven't. We've done this essential job of monitoring this group of young people. And it's clear to see: one, the Youth Guarantee benefits those who are experiencing the most difficult social and professional situations, but above all, it increases their chances of finding a job by 25%. And I'm talking in particular about long-term employment in the commercial sector. Admittedly, there are already temporary schemes in place to support disabled people, of course, and many of you are implementing them, there are some remarkable initiatives. They came into being thanks to your tenacity, your strong conviction, that's the associations' role, to be a thorn in our side! I say this as a minister, and we need that, of course. So it's thanks to the strong conviction of non-profit sector stakeholders. I'm also thinking of a testimonial at the last national disability conference, Messidor. And upstream of the consultation on the draft decree, I wanted to give you a few facts, I know you expect them, so that an in-depth reflection process can take place with the non-profit sector and disability stakeholders to ensure that this decree truly meets their expectations. The decree has been drafted, amended, discussed, and we put forward a draft decree on Monday at the CNCPH, then on Tuesday at the CNEFOP, and it was unanimously approved. All we have left now is the Council of State. So I can say that in the coming weeks, put it like this, within a month, I think the decree will be published. I will of course be attentive to ensure that the whole experience and the thoughts of the disability sector stakeholders on the subject, I'm thinking of the in-depth work carried out by FEGAPEI with its preventive healthcare group GPS, is mobilised in order to make this reform a

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success. Therefore, the challenge is now to institutionalise supported employment. That doesn't mean we won't leave room for flexibility and innovation, I want to reassure you about that for the report on this day of work!

We are dealing with this challenge, the institutionalisation of supported employment, the coordination of stakeholders in the disability sector and above all, the quality of the support that will be provided. My first demand will relate to the quality of this support, that's legitimate, we've had many debates in this context. The decree defines the criteria, and the list of specifications, defined by the ARS [Regional Health Agencies] in connection with the disability sector, must also be very specific about the level of qualifications and the experience expected of the future professional frameworks. My second demand: a high standard of coordination between national players and local players. A convention will be discussed at national level with FIPHFP and AGEFIPH, it will enable us to define the terms of their intervention, which will then be rolled out locally. The implementation and the increasing scale of supported employment must not be disconnected from the reflection and work of the other stakeholders that are the departments and regions, of course, on the theme of disability. That's why I wanted the implementation of supported employment to be the subject of a programme within regional programmes to integrate disabled workers so that the professional modes of the medico-social sector and of employment can work better together, and get to know each other better. It's extremely important... The local level is also important.

I'm also very attentive to the European dimension that you've been talking about throughout the day, and which is central to your work. And also this constant attention to assessing public policy. The European dimension in this field is increasingly important. I'm currently defending the French positions in Brussels on the subject of extending the European youth initiative to include work that we did on Franco-German mobility for apprentices, which we're currently doing with Germany. The aim is as follows: there's Erasmus, that's part of the European identity, let's go further with Erasmus for apprentices, too. We have a broad scope of work ahead of us in this field.

There's the Pillar of Social Rights, we have to hand in our questionnaire in December. So, perhaps your work today will help to improve France's response. I invite you to do this. And of course, the revision of the posted work directive that I've been championing for a year.

I can therefore only be sensitive to your effort to think about support for disabled people from a comparative and European point of view, and to look at this issue of the social pillars and see if there is a way of bringing a

particular angle to France's response to what we've just done and to labour law.

Lastly, and I won't be much longer, a word on assessment, it is provided for in the decree. It must be based on a national framework that we will of course establish in the coming months. This is the condition that must be met so that tomorrow in France, we can say, as is the case in other European countries, that supported employment for people with disabilities is a suitable response to their needs, the needs of employers and also the needs of the whole of civil society. This issue of assessment, at the same time as this concept of supported employment is being enshrined in law, the issue of assessment must be raised when this implementation takes place. It must therefore be dealt with quite quickly, in my opinion.

So there you are, in a few words... I always say I won't be too long, but I was a bit long... A decisive step forward that I've been particularly proud to bring into labour law. I simply want to tell you that this step forward would not have been possible without you. So I wanted to offer you my thanks. Thank you.

Mr Emmanuel Constans: Thank you very much, Minister, for your words.

It is a decisive step forward, we're all convinced of that. You talked about a small revolution, I think it's more than that, it's a real revolution in the support and employment systems provided for people with disabilities. You talked about assessment, that's important. I can report that we've just revised our association project at LADAPT, there's a whole chapter about assessment. We've included it, we have an assessment monitoring committee to prove that we're serious, we must be serious about assessment. You indicated that you based yourself on the associations' work, we can attest to that as you kindly agreed to involve us in a number of these tasks, and you can count on us to ensure an effective, swift implementation for the benefit of people with disabilities and companies. Thank you again.

Mrs Myriam El Khomri: Thank you.

AGEFIPH: (French) Association for the Management of Funds employability of People with Disabilities

APF: French Association for Paralyzed individuals

ARS: (French) Regional Health Agency

AVIQ: (Belgium) Agency for quality of life

CEEP: European Centre of Employers and Enterprises providing Public Services

CFEA: French Supported Employment Group

CFHE: French Council for People with Disabilities about the European Issues

CHSCT: (French) Committee for Health and Safety at Work

CNCPH: (French) National Advisory Council of People with Disabilities

CNEFOP: (French) National Council for Employment, Vocational Training and Guidance

CNSA: (French) National Solidarity Fund for Autonomy

CRPD: Convention on the Rights of Persons with Disabilities

CSR: Corporate Social Responsibility

DARES: Direction for the animation of research, studies and statistics

DESC: Disabilities, Equality, Security, Careers

ACRONYMS

EA: Disability-friendly company

EASPD: European Association of Service Providers for Person with Disabilities

EDEW: European Disability Employment Week

ESAT: Establishment and service of support to the work

EUSE: European Union for Supported Employment

FAGERH: Federation of Management Associations of Rehabilitation Institutions for the Disabled

FEGAPEI: National Federation of Management Associations Serving People with Disabilities and Vulnerable Persons

FIPHFP: Fund for the integration of disabled people in the public service

GPS: Group Health Priorities

ILO: International Labour Office

LADAPT: Association for the social and professional inclusion of people with disabilities

MDPH: (French) Departmental Centre for Disabled People

MEP: Member of the European Parliament

SME: Small medium enterprise

NOG: Non-Governmental Organization

UN: United Nations

UPTIH: Professional Union of Disabled Freelance Workers

LADAPT head office
Tour Essor - 14 rue Scandicci
93508 Pantin Cedex - France

Publication Manager: Emmanuel Constans
Chief Editor: Éric Blanchet
Editorial committee: LADAPT International and European department, LADAPT Communications department
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www.ladapt.net

Head office: Tour Essor - 14 rue Scandicci - 93508 Pantin Cedex - France - Tél.: 0331 48 10 12 45 - contact@ladapt.net