

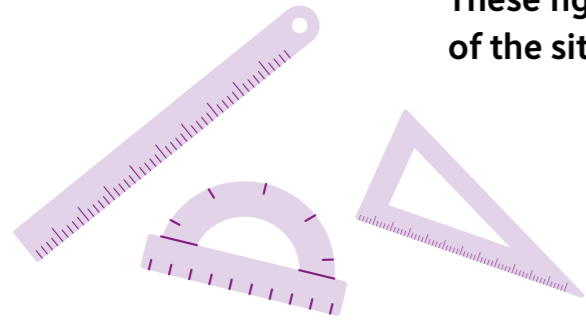
# **2005–2025**

## **Employment of people with disabilities**

I FEBRUARY 2025

# 20 years of actions (2005 - 2025)

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



## Table of contents

o1 - People with disabilities in employment

o2 - Activity rate, employment rate and unemployment rate

o3 - Profile of beneficiaries of the employment obligation (BOE) in employment

o4 - Staying in employment

o5 - Apprenticeship

o6 - Disability compensation

o7 - 20 years of actions: the major impact of Agefiph and FIPHFP for the employment of people with disabilities



01

## People with disabilities in employment<sup>1</sup>

(source Insee)

In 2023

# 3 068 000

Twice as many over 20 years

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



# 7,5%

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



En près de 20 ans

Among employers subject to the employment obligation<sup>2</sup> :

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

# 4,3%

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

En 2023

# 1 205 000

Twice as many over 20 years

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



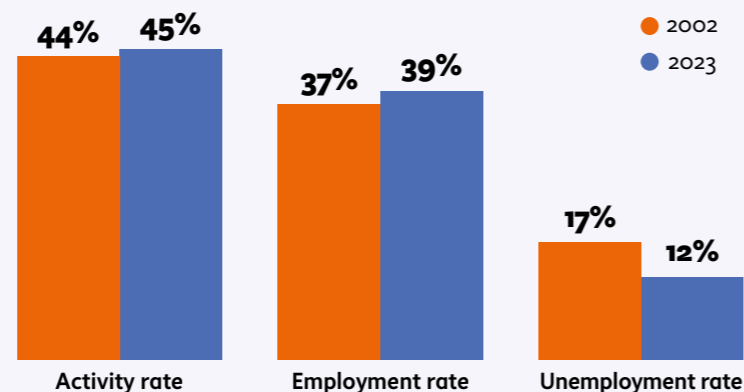
<sup>1</sup> - having administrative recognition of their disability, therefore beneficiaries of the employment obligation (BOE). As part of the INSEE employment survey, a module of 4 questions on health at work was integrated in 2013, which makes it possible to produce annual employment and unemployment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

<sup>2</sup> - with 20 employees or agents or more in their workforce

02

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

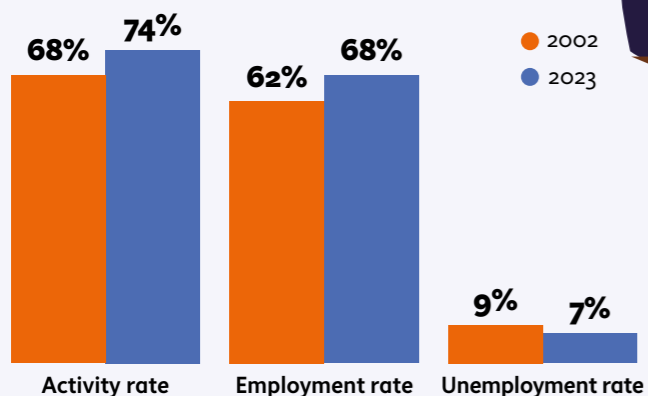
### Beneficiaries of the employment obligation (BOE)



The employment rate<sup>3</sup> of the BOEs has increased, but at a level well below that of the general public, an identical observation can be made for the activity rate<sup>4</sup>.

At the same time, while the number of job seekers registered with France Travail has increased<sup>5</sup>, the unemployment rate<sup>6</sup> of the BOEs has decreased but remains at a level higher than that of the general public (12% in 2023 compared to 7% for the general public).

### General public



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

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

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

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

03

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

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



### Women

BOE

+ 12 pts

51% in 2023 compared to 39% in 2007

General public

+ 2 pts

49% in 2023 compared to 47% in 2007

### 50 and over

BOE

+ 18 pts

50% in 2023 compared to 32% in 2007

General public

+ 8 pts

31% in 2023 compared to 23% in 2007

### Bac and over

BOE

+ 22 pts

48% in 2023 compared to 26% in 2007

General public

+ 19 pts

68% in 2023 compared to 49% in 2007

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

### Executives and intermediate professions

BOE

+ 13 pts

34% in 2023 compared to 21% in 2007

General public

+ 9 pts

48% in 2023 compared to 39% in 2007

### Part-time jobs

BOE

+ 5 pts

33% in 2023 compared to 28% in 2007

General public

- 1 pt

17% in 2023 compared to 18% in 2007

### Workers

BOE

- 11 pts

27% in 2023 compared to 38% in 2007

General public

- 4 pts

19% in 2023 compared to 23% in 2007

04

## Staying in employment

(source Agefiph)

In 2023

# 24 385

More than double in almost 20 years

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

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

05

## Apprenticeship

(source Dares)

In 2023

# 14 444

7 times more in almost 20 years\*

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

\* Le 1,7% of all contracts.

06

## Disability compensation

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

In 2023

# 80 000

3 times more in almost 20 years\*

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



07

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

In 20 years

# 1,5 million

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



In 20 years

# more than 350 000

people with disabilities kept in employment\*.



In 20 years

# 900 000

people with disabilities entered in training\*.

In 20 years

# 11 billions euros

paid by Agefiph and FIPHFP as part of their interventions.



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



Find the publications  
of the Employment and Disability Observatory  
on [www.agefiph.fr/centre-de-ressources](http://www.agefiph.fr/centre-de-ressources)

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

Publication Director: Didier Eyssartier

Editor in Chief: Véronique Bustreel

Coordination/Writing: Arnaud Lenoir

Design:  In medias res agency

Layout:  In medias res agency