



DESC Project
DISABILITIES, EQUALITY,
SECURITY, CAREERS



14 TO 20 NOV. 2016

EUROPEAN **DISABILITY**

EMPLOYMENT WEEK

www.edew.eu

BY LADAPT

PRESS PACK
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www.ladapt.net

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**Under the high patronage of
Mr François HOLLANDE
President of the French Republic**

Under the high patronage of the European Parliament

**Initiative under the patronage of Mr Jean-Claude Juncker,
President of the European Commission**

United in favour of inclusive employment, in France and Europe!

Contents:

Editorial: Interlinked interview with Martin SCHULZ, the president of the European Parliament, and Emmanuel CONSTANS, the president of LADAPT.

Madame Marie-Anne MONTCHAMP, patron of the 20th EDEW.

1 - Europe and France focused on the same issue: inclusive employment

- 1.1 Some key european and national figures
- 1.2 Employment of people with disabilities – the European context
- 1.3 The European Semester

2 - The 20th EDEW: a nationwide campaign

- 2.1 The Hackathons
- 2.2 Employment / disability initiatives
- 2.3 Awareness-raising initiatives

3 - The EDEW reinforces its Europe-wide orientation

- 3.1 Developing the Erasmus+ DESC programme
- 3.2 Employment and awareness-raising initiatives at a European level

4 - For the 20th EDEW, LADAPT is innovating!

Appendices:

- The portraits of our three ambassadors
- The European partners
- The French partner companies
- The four DESC partners
- The European association partners
- The media partners
- Key figures EDEW 2015
- LADAPT key figures

Editorial: Interlinked interview with Martin SCHULZ, the president of the European Parliament, and Emmanuel CONSTANS, the president of LADAPT.



Martin Schulz,

President of the European Parliament

What does an inclusive European society represent for you?

M.S: An inclusive society is first of all a society that is committed to fighting all differences in treatment of its citizens, whether in terms of their social origin, age, health or sexual orientation. It is a society that leaves no one behind, but on the contrary creates a shared living space where each person can find their place. It is a society that is open to others and that accepts difference. Discrimination is a major factor in loosening the social links that unite a society. It is rooted in incomprehension and fear of others. Others are different, so we reject them. This behaviour is quite simply unacceptable. Such reactions need to be confronted from an early age because they can lead to a distorted vision of the other, and to complete blindness of the riches to be drawn from otherness. Discrimination towards disabled people is even more insidious since disability is too often a taboo subject. Contrary to certain received ideas, disability does not only affect other people. It affects around 80 million citizens in Europe, and disability concerns all of us, Europeans, directly or indirectly.

The families of disabled people alone cannot guarantee their integration into society. A collective effort on a European scale is absolutely needed to guarantee the access of each citizen to a truly inclusive European society.

How is the European Parliament working towards improving employment for people with disabilities?

M.S: On a number of occasions, the Parliament has made its position clear on this subject and has helped change the situation. It was the European Parliament that pushed for the United Nations Convention on the Rights of Persons with Disabilities, which was adopted in 2006, to be finally ratified by the European Union in 2011. From a legal point of view, this ratification obliges the European Union and its member states to act in order to guarantee an equal participation of people with disabilities in society. This is a major step forward in guaranteeing the fundamental rights of these individuals.

On 7 July, in a plenary session the European Parliament adopted a report by the MEP Helga Stevens concerning the implementation of the convention, requiring the European Commission and the member states to allot the resources needed to meet their obligations.

The Parliament has also adopted numerous resolutions inviting the European Commission to put forward ambitious legislative proposals with the aim of improving the employment situation of people with disabilities.

In a resolution in 2015, the Parliament underlined the need to legislate to permit people with disabilities to use transport in an independent way – a fundamental condition for people to be able to commute to their workplace. Moreover, the issues of equality of opportunity and equality of access to the employment market were underlined.

I am firmly convinced that the European Parliament must set the example in the fight against discriminations and in favour of disabled people's access to employment. The Parliament has notably adopted a code of good conduct for employing disabled people, including adaptation of working conditions to meet the specific needs of people with disabilities. The number of disabled MEPs has also increased since 2014, which is a highly positive signal for improving the representation of European citizens.

What are the next steps planned by the European Parliament?

M.S: The Parliament is going to remain active and to continue to reinforce the rights of people with disabilities by fully playing its role as a co-legislator. In the next few months, Parliament will be asked to work on the Commission's proposed directive aiming to make products and services more accessible to disabled people and so strengthen the inclusive nature of European society.

Although Parliament is very active on this subject, its room for manoeuvre is limited. It is the role of the member states to commit themselves to ratifying the treaties seeking to protect the fundamental rights of disabled people: the Marrakesh Treaty, for example, which provides easier access to published works for blind and visually impaired people. Above all, it is vital for the member states to provide the financial means to match the promises and our shared ambitions.



Emmanuel Constans,
President of LADAPT

What is an inclusive society in your opinion?

E.C.: An inclusive society, for me, is an open, committed, respectful and collaborative society. Open to others and to new spaces for reflection. Committed to the full and complete citizenship of individuals. Respectful of the rights of each person in all sectors (social, cultural, professional, emotional life). Collaborative, because building a society such as this cannot be achieved without the participation of all its members: citizens, entrepreneurs, associations, institutions, politicians.

The inclusion of fragile, young, old, disabled or disadvantaged people will necessarily involve the collaboration of all these groups and individuals. LADAPT has placed the citizenship of individuals affected by disability or debilitating illnesses at the heart of our combat, and we will continue to act so that everyone can, in a continually changing environment, "*Live together, equal and different*".

In France, what are the initiatives undertaken by civil society that help towards the inclusive employment of people with disabilities?

E.C.: 2016 sees the 20th Disability Employment Week, which last year was renamed the European Disability Employment Week. And we are proud to see that an undertaking such as this, which was considered extravagant in the beginning, has been able to develop over the years, thanks to the support of its partners, but also of civil society, and today has reached beyond the borders and expanded to our European neighbours. For this 20th edition, focused on the theme of safeguarding career paths, we have the chance to continue a dual opening: the one begun

at the creation of the Week, aimed at companies and civil society, which we encourage to mobilise even more alongside us this year, around a marvellous concept: the hackatons*! More than just a mobilisation, we give them the chance, in fact, to be the “driving force” generation, a generation "of new ideas" working in favour of a society that is genuinely turned towards others. We are also pursuing our opening towards Europe: although it is deeply rooted in France, the EDEW needs to be a medium of best practices, of progress on behalf of the inclusive employment of people with disabilities, in all the EU member states.

In France, the mobilisation of civil society at all levels helps towards opening up workplace culture to diversity, and contributes to safeguarding professional careers and maintaining people with disabilities in work.

How does the French government and Europe support, in practice, the initiatives helping to reduce discriminations, for example, supported employment?

E.C.: Supported employment has existed in some European countries for 20 years! But it only exists because the social and solidarity economy - including the associations - in close collaboration with other economic players, and with companies above all, has worked relentlessly to include this approach in the law of member states! So supported employment is one of the responses arising from the mobilisation, the impulsion provided by civil society! And it is a response that has already proved its worth, with initiatives that are full of common sense. So the government has decided, in concrete terms and at different times, to support these initiatives by giving them a legal framework. The law of 10 July 1987 established the obligatory annual declaration of disabled workers (DOETH in French), setting the minimum threshold of 6% of disabled workers for private and public companies with over 20 employees.

In 2005, this law was strengthened by allowing companies to set up disability missions to integrate disabled workers in a professional environment.

Between the two, the law of February 2002 was voted, renewing social and medical-social initiatives.

And finally, more recently, article L.5213-2-1 of the draft bill relating to work, to modernising social dialogue social and to safeguarding professional careers states that "*disabled workers who are recognised through article L.5213-2 can benefit from a supported employment measure that is a support measure for people aiming to help them access and remain in paid employment on the job market.*" LADAPT warmly welcomes it. In Europe, we can count on the Convention on the Rights of Persons with Disabilities to help reduce discrimination.

***What is a Hackathon?**

A contraction of "hack" in the sense of gaining access and – "athon" as in "marathon", this new model based on co-working promotes interactions in a relaxed and friendly atmosphere.

The event is generally organised for a duration of 48 hours, and gathers together people from different cultures, life experiences and wide-ranging skills, all brought together in the same place with a common goal: to find answers to a need, to an issue, to innovate in a particular domain. Each person brings their own intelligence and individuality. Exchanges take place throughout the Hackathon. Each person gives their ideas, their point of view, explains, exchanges and constructs, giving rise to a collective intelligence and the emergence of ideas, projects, concepts.



Marie-Anne MONTCHAMP, patron of the 20th European Disability Employment Week!

This year, we are celebrating **the 20th Disability Employment Week**, which last year was renamed the **European Disability Employment Week**.

LADAPT, creator and organiser of the EDEW since 1997, is very happy and honoured to announce that **Marie-Anne MONTCHAMP has agreed to be the event's patron in 2016**.

Marie-Anne MONTCHAMP is the president of a number of French associations linked to disability, and particularly **Agence Entreprises et Handicap**, which brings together major companies in France that are involved in developing the employment of people with disabilities.

In 2005, when she was State Secretary at the Ministry of Health and Social Protection, and in charge of disabilities, she drafted and brought to fruition the law on disability of 11 February 2005.

“As far as people with disabilities are concerned, things are progressing and French society and companies have understood the legislator’s message from 2005. Some have understood by conviction because companies have seen how, by taking on and offering jobs to people with disabilities, the face of the company can be changed. But there is still a lot to do. Companies in France that choose not to hire disabled people, by choice, by conviction, by stupidity, are fewer and fewer in number. I am sure that we need to move towards an understanding and application of the law”.

We will be seeing Marie-Anne MONTCHAMP throughout the EDEW from 14 to 20 November.

1 - Europe and France focused on the same issue: inclusive employment

1.1 Some key european and national figures

- **In France**, the figures from the AGEFIPH for the first quarter of 2016 once again highlight the vulnerability of disabled job seekers in their efforts to access employment (source: national employment and unemployment indicators for disabled people – results from the 1st quarter 2016):
 - o Disabled job seekers numbered **486 258 at the end of March 2016, an increase of 5.3 % in one year**. It should be noted that this increase is smaller than in the previous years
 - o **8.4 % of job seekers have disabilities**
 - o **The age** of disabled job seekers is **continually rising**: 46 % of disabled job seekers are aged 50 or over, a 15-point increase in 7 years
 - o Their **level of education and training** is also **lower**: 27 % of disabled job seekers have a level of education and training below the CAP level (equivalent of the NVQ in the UK), compared with 18 % for job seekers generally
 - o Their **period of unemployment** is **longer** than for other people (799 days on average, compared with 593)
 - o **Over half** of the disabled job seekers are **long-term unemployed** (58 % compared with 46% for the population generally)
- **Europe** had **80 million citizens with disabilities** in 2013, that is, **1/6 of the population** (source Eurostat - February 2013)
 - o The employment rate¹ of people with disabilities is **47 % in Europe** (vs 72 % for the overall population).

1.2 Employment of people with disabilities – the European context

The employment sector for persons with disabilities in Europe is varied and took different directions over the years, according to variables such as the level of socio-economic development and the differing approaches

to disability needs and requirements throughout the continent. There are **80 million persons with disabilities** on the continent (source Eurostat – February 2013). That is more than one in six Europeans! These citizens are often treated unequally as they encounter accessibility barriers that hamper their enjoyment of the services set up by public authorities. We do **not only refer to accessibility for persons with reduced mobility, as it is often addressed, but also accessibility in the broadest sense: access to the school of choice, access to training, access to and retention of employment, access to culture, sport and urban accessibility.**

¹ The employment rate is the percentage of people at working age (15 – 64) in employment. It reflects an economy's capacity to make use of its labour resources.

The participation of persons with disabilities in the open labour market is significantly lower than when compared to the population as a whole. According to [EASPD findings](#), **only 20%** of persons with disabilities in Europe are employed, while this labour force participation rate rises to around 65% when considering the population as a whole². Furthermore, among those who are working, many are underemployed, paid below the minimum wage, work below their capabilities and/or with temporary contracts only and have poor career prospective. This situation has not improved over the past 15 years

This lack of economic participation has a significant impact on the lives of persons with disabilities as they are consequently unable to earn an adequate standard of living (proclaimed in Article 28 of the United Nations Convention on the Rights of Persons with Disabilities –UN CRPD). This increases their likelihood to live in poverty and deters their possibilities to live independently in the community (as indicated in article 19 of the UN CRPD).

In some cases, social security benefits act as locking mechanisms which do not promote the shift towards the open labour market participation. Indeed, these benefits may be reduced or removed when persons with disabilities enter the labour market and they are difficult to get back in case of work interruption.

THE IMPACT OF THE ECONOMIC CRISIS

The economic crisis which has hit Europe since 2008 has led to the implementation of austerity measures which have impacted upon the lives of persons with disabilities throughout Europe. The already precarious situation of persons with disabilities before the onset of the recession has been even worsened, pushing back positive achievements developed until then. This state of affairs, which places persons with disabilities into a chronically excluded situation making it harder for them to access the labour market, demands collective action across sectors.

Positive support measures in this sense are essential to unlock job potential and shift the focus away from the disability on to skills and competences. The improvement of employment and training opportunities for persons with disabilities is one of society's key challenges which policy-makers have to tackle in the upcoming years. **The Europe 2020 goal of 75% of the 20-64 year-olds to be employed by 2020 won't be possible if we don't include persons with disabilities.**

² These figures are different to those published by Eurostat in 2014. EASPD challenges the EC's figures as those figures might not include all people working in sheltered workshops and people declared as unable to work by national legislation: <http://ec.europa.eu/eurostat/documents/2995521/6181592/3-02122014-BP-EN.pdf/aefdf716-f420-448f-8cba-893e90e6b460>

INTERNATIONAL AND EUROPEAN LEGAL AND POLITICAL FRAMEWORKS

- The **UN CRPD** is the main international framework for the rights of persons with disabilities. The right to work and employment has been formally recognised by the UN CRPD in Article 27. The Convention formalised an innovative approach, as it formally recognises the right to reasonable accommodation, which allows full participation of persons with disabilities in the working life through any “necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden” [...] to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (United Nations’ CRPD, article 2).
- The **Europe 2020 strategy** is the EU’s growth strategy for the period 2010-2020. In order to adapt to changing challenges and opportunities and fully recover from the crisis, the EU agreed to a Europe 2020 strategy aiming at helping the EU to become a smart, sustainable and inclusive economy. The EU hopes that an emphasis on these three mutually reinforcing priorities will help its Member States deliver high levels of employment, productivity and social cohesion. Among the five objectives of the EU, the employment rate should be increased from 69% for the population aged 20-64 years to at least 75% by 2020.
- The **European Disability Strategy 2010-2020**. Adopted in 2010, EDS is the main EU political framework providing guidance for Member States on the implementation of the United Nations Convention on the Rights of Persons with Disabilities. Employment is considered as one of the main priorities. The strategy points out the need to “raise significantly the share of persons with disabilities working in the open labour market. They represent one-sixth of the EU’s overall working-age population, but their employment rate is comparatively low”³. Another priority area is the promotion of inclusive education and equal access to quality education and lifelong learning enable disabled people to participate fully in society and improve their quality of life.
- **The Employment Equality Directive** (2000 / 78 / EC). Is a major part of EU labour law which aims to combat discrimination on grounds of disability, sexual orientation, religion or belief and age in the workplace. The Directive applies to all persons, to both the public and private sectors, including public bodies, in relation to: conditions for access to employment, to self-employment and to occupation; vocational training; employment and working conditions, including dismissals and pay. Article 5 of the Directive provides that employers are required to take appropriate measures to enable a person with a disability to have access to, participate in, or advance in employment, or to undergo training, unless such measures would impose a disproportionate burden on the employer. For example, in a job interview, in a promotion test or in a training exam, a deaf person should be able to answer questions in a written manner. Likewise, a blind person should be able to answer questions in an oral manner. This should not be very costly for the employer.

³ <http://ec.europa.eu/social/main.jsp?catId=1137>

1.3 The European Semester

The European Union has set up an annual round to coordinate economic policy, called the “**European Semester**”. Every year, the European Commission makes a detailed analysis of the plans for budgetary, macro-economic and structural reforms of the member states of the EU, and proposes recommendations for each country for the following 12 to 18 months. These recommendations also help towards realising the long-term strategic aims of the EU in favour of employment and growth – the Europe 2020 strategy – the monitoring and application of which are carried out within the framework of the European Semester.

The theme for 2016 is **inclusive employment**.

In this context, we saw our task as putting forward proposals centred around the four following themes:

- 1** – Expectations in terms of collaboration between the participants (companies, disability sector players, public authorities, legislators, etc.)
- 2** – Concrete initiatives that we will put forward to meet these expectations
- 3** – Proposals relating to the optimisation of legislation and the orientation of European and national funding to satisfy the development of inclusive strategies, such as supported employment
- 4** – Proposals aiming to stimulate research eventually leading to an improved analysis of the reasons for the unemployment of groups of disadvantaged people. The production of statistics in this area both nationally and throughout Europe

LADAPT has been asked to develop and **draw up the French proposal**.

Major French associations, such as FEGAPEI, Mutualité Française and UNAPEI are taking part in the entire process.

We are also calling on companies, civil society and qualified individuals to contribute to the success of the work.

2 - The 20th EDEW: a nationwide campaign

This 20th edition is held:

**Under the high patronage of
Mr François HOLLANDE
President of the French Republic**

A vitally important event in France, the EDEW mobilises a larger number of participants each year in favour of a **network of nationwide campaigns**. **Many partners** – charities, companies, institutions – draw up their own awareness-raising and training programmes, particularly in companies. The EDEW helps modify the perception of disability **in the workplace and in society**.

In France, local regions are the lynchpins for the success of an event such as this. Because it is on the ground, in close proximity to people with disabilities and to companies, and thanks to volunteer organisations and committees, that links can be forged. To raise awareness among as many people as possible, LADAPT will make use of its network of organisations and committees to organise a range of campaigns on the ground. This will be a moment for **citizenship, encounters, debates and action!**

**See all the events planned in France and in the participating European countries
on the EDEW website, www.edew.eu**

2.1 The Hackathons

The word Hackathon is a **contraction of “hacker” and “marathon”**. The aim is to raise questions, to imagine, to go beyond the usual frameworks, to set up a debate about a subject, an idea or anything else and to overcome the limits and innovate via a community of concerned individuals. The Hackathon is based on **collective intelligence, exchanges and sharing**. The participants are invited to share their knowledge, experience and their projections on the subject and/or themes being explored. Invited guests create an atmosphere of emulation by advising and supporting the participants.

In September, LADAPT is organising 5 Hackathons with its partners all over the country:

- **Associations, disability projects – our forecasts for the next 10 years**
- **Small businesses, employment, disability – take up the challenge!**
- **Accessibility by design, how can it be turned into a lever for innovation?**
- **Supported employment, what solutions can we provide?**
- **The impact of digital technology – how can we put it to good use?**

The contributors will include: people with disabilities, companies, partners from civil society and politicians, as well as institutional representatives.

Our goal is for each Hackathon to produce orientations for the future, **concrete ideas contributing towards the inclusion of people with disabilities in society, while promoting innovative strategies**.

Want to find out more? Visit the website www.fairevoluer.fr

2.2 Employment / disability initiatives

LADAPT and its partners: companies, associations, employment services, civil society, etc. regularly organise the following events all over the country, with aims outlined below:

- **The Handicafés© and the Jobdatings©** are informal meetings or timed meetings, between employers and candidates with disabilities. The **Jobdatings© allow, in 60% of cases, to find the way of employment six months later.**
- **The Forums Employment / Disability** allow enterprises and businesses to meet the candidates like in a classic job fair. The candidates bring their CV and can meet potential future employers and leave their contact details.
- **The Business Info Point** is a stand installed in the enterprises and business buildings that are partners of LADAPT. This Info Point hosts for one day a facilitator from LADAPT and an adviser on disability issues, and a manager from the Human Resources department of the enterprise. The role is to inform employees on the disability policy of the enterprise, raise awareness among clients on the company's approach.
- **The breakfast « enterprise »:** this time for exchange with representatives from enterprises allow to respond concretely to their questions concerning the employment of persons with disabilities.

New campaigns for 2016:

- **Mouv'Emploi:** This initiative developed from the idea of mobilising disabled job seekers to contact companies and draw up a list of job vacancies. In a given area, job seekers will personally visit companies to collect available job offers. All the offers will then be placed in a shared source. The job seekers take part in this initiative on behalf of all the community and not only for themselves.

- **Handi Cap Entreprises:** The priority here is to help disabled people in training to visit companies so that they can show them the skills they have to offer, and to collect job or internship offers for the community.

The initiative makes use of the dynamic and the resonance of the EDEW to make contact with companies in the area and present the entire range of services of the establishments.

2.3 Raise awareness actions

Another aim of the EDEW is to make progress in the debate about the integration of disabled people into civil society. In this connection, awareness-raising initiatives have been organised to reach the general public:

- **The Coffee of success** is an event gathering together, for example, persons with disabilities, trainers, entrepreneurs and representatives from enterprises or associations, to exchange on issues related to disability. Objective: allow everyone to discuss on a particular theme or topic but also to networking, essential to better understand the relationship to employment. Animated by a specialised facilitator, they take place throughout France during the Week but also during the year.
- **The Spokesperson:** initiated in 2013, the device The Spokesperson is renewed in 2014. It is a device to express and dialog used in public space, and it calls out to bystanders the question: “*What disables you most in life?*”
- **The Tifos:** to symbolise their strong commitment to the cause and raise greater awareness, the living forces of LADAPT (supporters, volunteers, employees, persons with disabilities, etc.) mobilise across France to carry out the Tifos with the colours of the Week.



3 - The EDEW reinforces its Europe-wide orientation

The 20th edition of EDEW:

Under the high patronage of the European Parliament

Initiative under the patronage of Mr Jean-Claude Juncker, President of the European Commission

In 2016, LADAPT strengthened **the construction of its European network. The EDEW now covers Belgium, Italy and Spain.**

Political decision-makers (the European Parliament, European Commission, Council of Europe) have been informed and are associated with the project.

Companies, associations representing disabled people and employment partners are the driving forces for employment and awareness-raising initiatives.

See 3.2.

This open approach is materialised through **special partnerships** with European associations: the European Disability Forum (EDF), European Association of Service Providers for Persons with Disabilities (EASPD) and the Conseil français des personnes handicapées pour les questions européennes (CFHE).

Opening up the EDEW to the European area is an orientation of the Erasmus+ DESC programme. This year, **initiatives will be organised in Belgium and, for the first time, in Spain and Italy.**



3.1 Developing the Erasmus+ DESC programme

It is within the framework of the project **DESC Disabilities Equality Security Careers** (a European Erasmus + project) that LADAPT is coordinating the expansion of the European Disability Employment Week. **LADAPT, EASPD, Fundación Eplea** and **Scuola Viva Onlus** are the instigators of this programme.



The project was inaugurated in October 2014 in Paris and was promoted during the European Conferences : ZADAR, LISBON, HELSINKI, BERLIN etc...

DESC promotes equal opportunities in the labour market, its overarching goal being to secure professional career paths for young people with disabilities in Europe and to promote the supported employment.

DESC's first key task will be **to create a guide of best practise in the field of employment of people with disabilities**. In 2015 LADAPT and its three project partners collected the best practices and brought them together in a guide. These models were distributed in 2016 to social and employment services in Europe.

Une autre mission consiste à délivrer des formations à court terme destinées aux travailleurs sociaux, afin qu'ils soutiennent les démarches d'inclusion par le travail des jeunes en situation de handicap.

On top of that, **DESC Project partners (EASPD, Fundación Eplea and Scuola Viva) will be the first to organise actions and events in other European countries (Belgium, Spain and Italy)** within the framework of the 2016 European Disability Employment Week to:

- Raise awareness among society
- Raise awareness among business and enterprises
- Facilitate the matching between candidates and employer

Want to find out more? Visit the dedicated website www.desc-project.eu

3.2 Employment and awareness-raising initiatives at a European level



In France

- International conference at the UNESCO House in Paris on 10 November on the theme of inclusive employment. LADAPT, EASPD, EDF and CFHE will be mobilising MEPs, members of the European Commission and the European Council, companies, members of civil society, representative associations, disabled people and service providers to introduce initiatives helping to promote inclusive employment in France and Europe.
- Opening day of the Week on Monday 14 November at the CENTQUATRE-PARIS, 104 Rue d'Aubervilliers, 75019 Paris. For the 20th EDEW, LADAPT is organising Hackathons to highlight innovative ideas in favour of people with disabilities. The day will be a chance to award the three best ideas with prizes – “Les Prix FairEvoluer”. A Jobdating© will also take place.
- Employment / disability forum for the Paris region at the Halle Georges Carpentier, Place de Port-au-Prince, 75013 Paris. Meetings between companies and disabled job seekers, conferences, coaching workshops, etc.
- During the Week, a large number of employment and awareness-raising initiatives will be organised all over the country.



In Belgium

With EASPD and AVIQ:

- 19 October 2016 in Brussels: as part of the events linked to the 20th anniversary of EASPD, a communications campaign about the EDEW.
- On 10 November, a Jobdating© in Charleroi (Wallonia)



In Spain

With the Fundación Emplea:

- 1st and 2nd December in Valencia: participation in the congress organised by EMPLEA on the theme of supported employment.
- Handicafé© in Valencia with Spanish companies as part of this congress.



In Italy

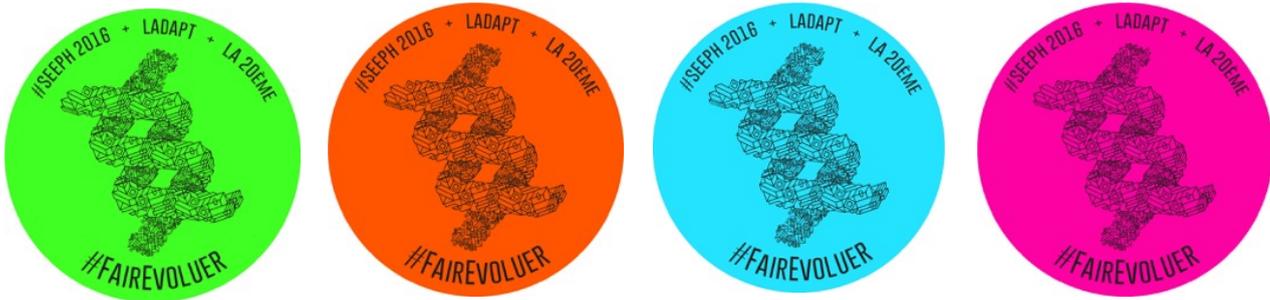
With Scuola Viva Onlus:

- Awareness-raising initiative promoting the artistic talents of disabled people in Rome during the Week.

4 – For the 20th EDEW, LADAPT is innovating!

For the 20th EDEW, LADAPT is organising **Hackathons**, a symbol of the collective drive towards innovation in favour of people with disabilities.

A sticker (“the 20th”), featuring the Hackathon symbol, has been produced for the occasion and is shown on all national communications materials:



The sticker includes the symbol for DNA, formed by different elements and varied shapes: we have combined them to **build the DNA of the EDEW together, for this 20th year and for all the years to come!**

The Opening Day for this 20th year will be taking place on Monday 14 November in Paris. The day will be a chance to put digital innovation to work on behalf of social innovation with prizes awarded for innovation. LADAPT will be presenting the projects from the Hackathons organised prior to the Week.

In line with previous years, LADAPT has set up a **global communications campaign** for this 20th year, including a number of complementary tools:

Posters in town halls and public areas (metro, bus, etc.), a **TV ad and a radio ad**, a viral campaign “*Fais passer*” (“**Pass It On**”) aimed at partner companies and the general public, a **web campaign**, a **special website** covering the various initiatives undertaken nationwide (French version: www.semaine-emploi-handicap.com; English version: www.edew.eu), and via social media such as Facebook, Twitter and YouTube inviting all Europeans to take part!

Want to find out more? Visit the website www.fairevoluer.fr

Three ambassadors in the spotlight to celebrate the 20th EDEW:

Benjamin, Diane, Gilles

Technico-commercial, juriste, photographe
3 compétences, 3 Cv, 3 handicaps



Benjamin, sales application engineer

Diane, legal advisor

Gilles, photographer

They are all people with disabilities who have agreed to talk about their backgrounds and their difficulties in finding a job. Each of them was interviewed, revealing their outstanding motivation.

**Read the portraits of our ambassadors in the appendices to this dossier
and on the www.edew.eu website**

- **A European communications campaign**

Benjamin, Diane, Gilles
 Technico-commercial, juriste, photographe
 3 compétences, 3 Cv, 3 handicaps



A unique campaign adapted to the different partner countries will feature the French visual elements that are now widely recognised and have been used for several years, and which will be translated into English.



The **European stamp** #SEEPH #EDEW will feature on the campaign communications materials in France and Europe.



The **official logo** translated into English will be the common element in the various communications elements produced by the partner countries.

**There is an English version of the EDEW website (www.edew.eu).
 It features the programme set up in each European partner country.**

The major events during the European Disability Employment Week 2016:

- **Thursday 10 November:** Paris International European Day at the UNESCO House (7 Place de Fontenoy, 75007 Paris) with the participation of Sylvie Guillaume, Vice-President of the European Parliament.
- **Monday 14 November:** Opening day of the Week: the Paris Open Innovation prizes (at CENTQUATRE-PARIS, 104 Rue d'Aubervilliers, 75019 Paris). To celebrate the 20th EDEW with the partner companies and put digital innovation to work on behalf of social innovation, LADAPT will be presenting projects from the Hackathons organised in France in September. After a Jobdating©, "**Les Prix FairEvoluer**" will reward the best three innovations chosen by a professional jury and a public vote.
- **Tuesday 15 November:** 5th Conference on employment and disability "The employability of disabled workers: taking up the challenge of real equality!" at La Maison de la Chimie (28 Rue Saint-Dominique, 75007 Paris). Conference organised by RIVINGTON. Presided by Martine Carillon-Couvreur, member of parliament for Nièvre and Vice-President of the Social Affairs Commission and Denis Jacquat, member of parliament for Moselle, Member of the Social Affairs Commission and Vice-President of the Study Group on the integration of disabled people. In the presence of Jacques Toubon*, French Ombudsman, and Myriam El Khomri*, Minister of Employment, Training and Social Dialogue.

* pending confirmation
- **Wednesday 16 November:** Paris region Employment Disability Forum (Halle Georges Carpentier, Place de Port-au-Prince, 75013 Paris).
- **All through the week from 14 to 20 November 2016:** employment and awareness-raising initiatives in France and Europe.

The dates and venues of all the initiatives are available on the EDEW website:
www.edew.eu

APPENDICES

- The portraits of our three ambassadors
- The European partners
- The French partner companies
- The four DESC partners
- The European association partners
- The media partners
- Key figures EDEW 2015
- LADAPT key figures

- **The portraits of our three ambassadors**

Affoué Diane Goli
41 years old

Diane, juriste
1 handicap, 1 CV



- ✓ Despite fluent English and a Master's degree in Public Law, Diane was unable to find a steady job
- ✓ She turned to the *Réseau des Réussites* network and found support and advice from her mentor, Éric Blanchet, the director of LADAPT
- ✓ She is now working as a legal advisor at CNCP
- ✓ Motor disability



"There are always prejudices in the way other people see you, and disability is still an obstacle to being hired. It is also very hard to find a job in line with your qualifications... The fight is far from over!"

Could you introduce yourself, Diane?

Despite a fluent level in English and a Master's degree in Public Law from Paris 11 University, I had trouble finding a job. I began my career giving English lessons at the Paris 13 University Institute of Technology, and took charge of tutorials in law at Paris 10 University for a while, but my situation was not very stable. I then started work at Paris City Hall, where for three years I had a number of jobs that were not directly linked to my education and training (housing, roads, human resources, etc.). At the Ministry of Social Affairs, I finally found a job in a sector that was a little more linked to law. I then got a job as a legal advisor at the ARS (regional health agency) for the Paris region in the inspection of health and social establishments department. Today I am a legal advisor at the CNCP, the National Commission for Professional Certification, where I can make use of my knowledge of law and English. In parallel with my work, I am a member of the "Ressource Handicap" group at the CFTD and I work at a number of associations providing help for disabled people, such as the APF, Handyjoy, FDFA and, of course, LADAPT.

What is your connection with LADAPT?

LADAPT helped me find a job by assisting me in writing my CV and cover letter! Éric Blanchet, who was my mentor for one year, helped me to look for a job until I was hired. I had the chance to take a skills assessment in one of the LADAPT establishments. This association helped me regain my self-confidence. Now I do voluntary work for LADAPT.

For you, what is an inclusive society?

An inclusive society is one where everyone has their place, whatever their state of health, origin or disability... It is a society that is welcoming, that includes the person who is different to make them a citizen like the others. In short, it's a society that erases differences. It includes, absorbs them. For me, as a disabled person, I can say that it is a society where I feel perfectly at ease, without any barriers. In this connection, while major efforts have been made, there are many others that still need to be brought to fruition: a great deal of public transport, the metros in Paris, in St Denis, etc. are not accessible, and replacement transport does not always completely solve the problem, as often they are expensive and are not always easy to access...

As an ambassador for the past two years for the Week, do you think that employment for disabled people has progressed in recent years?

There has certainly been a lot of progress, but there is still a long way to go: there are more and more laws, more and more subventions for companies, but it takes time for them to be used; loans exist for companies, but they are not well publicised. There is still prejudice in the way others look at disabled people, disability is still an obstacle to being hired. It is also very hard to find a job in line with your qualifications... So the fight is far from over!

Benjamin Charrette 25 years old

Benjamin,
technico-commercial
1 handicap, 1 CV



- ✓ BTS NRC effectué en alternance
- ✓ First fix-term contract for 6 months at Malakoff Médéric
- ✓ Signed an open-ended contract as sales assistant at Malakoff Médéric
- ✓ Came to know LADAPT thanks to the Disability Employment Week
- ✓ Sensory disability

"I am fortunate to work for a group that acts and advocates every day for the employment of persons with disabilities. I was hired for my skills and not my disability."

Can you introduce yourself, Benjamin?

I obtained my BTS NRC (Negotiation Customer Relations) in June 2012. I prepared myself alternately to become a social insurance broker. After six months of unemployment, I finally got a fix-term contract for 6 months at *Malakoff Mederic* to manage appointments, and surveys, areas where I have good skills.

Then I signed an open ended contract as transverse sales assistant.

I now work in a team of 3 salesmen and responsible for appointment, distance selling and marketing. Thanks to these tasks, I had the chance to upgrade quickly my skills within the group Malakoff Mederic.

Outside the office, I'm a big sports fan. I practiced rugby for many years and am currently looking for a club for the upcoming season. I was also a volunteer educator rugby school for 1 year

What is your relation with LADAPT?

During the "Week for the Employment of People with Disabilities", LADAPT was looking for people with disabilities who were employed in companies that were partners of the Week, including Malakoff Mederic. I already knew LADAPT because I got my first fix-term contract at Malakoff Mederic after an interview during the Week for the employment of people with disabilities in autumn 2012, via the French employment agency.

For you, what is an inclusive society?

It seems to me that we already have an inclusive society. When we speak about inclusion in the world of work, there are laws, an obligation for employment, the famous 6 % [of disabled employees out of the total workforce], and the companies that don't respect the law are penalised. So I think that everything is being done to promote the inclusion of disabled people.

I went to school in an ordinary environment, and I always felt I belonged. The same is true for sport, I played rugby for many years alongside able-bodied players. An ordinary environment has the advantage, in my opinion, of opening a disabled person to others, and so represents a positive factor of inclusion.

I would say that when you have the willpower, then a disability, even if it may close some doors, allows you to open others. Of course, each situation is unique, and varies according to the degree of disability.

As an ambassador for the Week for the past two years, do you think that employment for disabled people has progressed in recent years?

Yes, there has been progress, but things still need to be done. The law encourages companies to recruit disabled people.

And then there is the European Disability Employment Week, which is an important event. It is a chance to raise awareness among companies so that they can mobilise for employment.

I am lucky to work for a group that acts on a daily basis in favour of the employment of disabled people. I was recruited for my skills and not for my disability.

Gilles Thiercelin 42 years old

Gilles, photographe
1 handicap, 1 CV



- ✓ Former call centre operator at Canal +
- ✓ In 2008, Gilles suffered a stroke and a ruptured aneurysm
- ✓ With a motor disability, he had to learn to do everything all over again
- ✓ He had physiotherapy at LADAPT for 14 months
- ✓ A big fan of photography, he decided to train to become a photographer

"There is still a lot to do to improve everyday life, but regarding public transport, the accessibility to major structures, progress has been made. There are a lot of subventions, and more and more associations that are increasingly visible. The fight is starting to pay off!"

Could you introduce yourself, Gilles?

I started my career in sales, then I became a shop manager. After 15 years, I left to work at Canal + where I had a job in telemarketing for 4 years, until 2008, the year I had a stroke and a ruptured aneurysm, which left me paralysed on one side.

After 14 months of physiotherapy at LADAPT/Soisy-sur-Seine I fully recuperated. So I went back to Canal+, where I was awarded a DIF (individual training programme) and took a course in photography, which was something I had loved for years. I was trained by a great photographer at the Nikon School in Paris. This enabled me to start off and sell my services on the internet: reports, weddings, portraits, catalogues, etc.

Today, I work a lot in sport, and I sell my photos to L'Équipe newspaper, in particular. I run my own business and have my own photo studio.

My job leaves me enough time for my many hobbies – I play the guitar, I'm a big fan of cinema and I work out three times a week with a coach!

What is your connection with LADAPT?

I first found out about the association in 2008 during my physiotherapy. I have always kept up links with them and whenever I can I get involved in their events. For example, I took part in the inauguration of the LADAPT/Châtillon centre a few years ago.

For you, what is an inclusive society?

I think that an inclusive society is one that fights exclusion and conveys the values of equality and sharing, a society without discrimination, where each person has the chance to seize their chance and flourish in the world of work. Today, progress has been made, it took a long time to do it, but it works. When I worked at Canal +, there were, for example, adapted jobs. Ergonomics plays a crucial role, as do the indemnities paid by the state.

As an ambassador for the Week for the past two years, do you think that employment for disabled people has progressed in recent years?

Absolutely! There is more and more recognition for people with disabilities at work, and accessibility, in the literal and figurative sense. There is still a lot to do to improve everyday life, but in terms of public transport, the accessibility to large structures, progress has been made. There are a lot of subventions, and more and more associations that are increasingly visible. The fight is starting to pay off!

- **The European partners**



European Disability Forum (EDF)

The European Disability Forum is an independent NGO that represents the interests of 80 million Europeans with disabilities. EDF is a unique platform which brings together representative organisation of persons with disabilities from across Europe. EDF is run by persons with disabilities and their families. We are a front runner for disability rights. We are a strong, united voice of persons with disabilities in Europe.



European Parliament

The European Parliament is an important forum for political debate and decision-making at the EU level. The Members of the European Parliament are directly elected by voters in all Member States to represent people's interests with regard to EU law-making and to make sure other EU institutions are working democratically. Over the years and with subsequent changes in European treaties, the Parliament has acquired substantial legislative and budgetary powers that allow it to set, together with the representatives of the governments of the Member States in the Council, the direction in which the European project is heading. In doing so, the Parliament has sought to promote democracy and human rights – not only in Europe, but also throughout the world.



Conseil Français des personnes handicapées pour les questions Européennes.

The CFHE aims to provide a link between France and Europe for disability policies. Via the European Disability Forum, they actively seek to promote the voice of people with disabilities and their families, in France and in Europe. Their goal is to ensure that relevant legislation is improved to ensure a better inclusion for all.



European Commission / Erasmus + Programme of the European Union.

Erasmus + is a programme of the European Union that aims to support actions in the fields of Education, Training, Youth and Sport for the period 2014-2020.



European Commission

The European Commission is the EU's executive body. It represents the interests of the European Union as a whole (not the interests of individual countries). The term 'Commission' refers to both the College of Commissioners and to the institution itself.

- **The French partner companies**



Malakoff Médéric Foundation

The Malakoff Médéric Handicap Foundation takes action in favour of access to the employment of disabled people.

Set up in 2013, the Malakoff Médéric Handicap Foundation confirms the historic commitment of the Malakoff Médéric group in favour of people with disabilities.

Its aim is to make access easier and to maintain employment for people with disabilities. To do so, it supports innovative projects, carries out studies through its Observatory for the employment of disabled people and shares best practices with companies.

Firmly rooted in concrete action and with the slogan: *Soyons la génération de l'action! (Let's be the Action Generation!)*, the Malakoff Médéric Handicap Foundation is backed by the commercial network of Malakoff Médéric and its 200 000 client companies.

The theme of access to employment

Even today, the access to employment of people with disabilities – a fundamental right – is still too little respected. Unemployment figures are rising continually and with them, the number of disabled people who are looking for work: + 5.3% in one year (Pôle Emploi 2016).

By taking up the issue of employment, the Malakoff Médéric Handicap Foundation seeks to contribute to overcoming obstacles by changing attitudes and behaviour.

“The protected sector no longer attracts young disabled students, who have often deployed a great deal of energy throughout their studies to stay in an ordinary environment. How can you then say to them, ‘Stay at home, society isn’t ready to welcome you?!’”, asks Marie-Lucile Calmettes, the Managing Director of the Malakoff Médéric Handicap Foundation.

Projects to make use of potential

All the employment projects supported by the foundation aim at helping disabled people to make use of their professional potential in companies or as independent workers, so that they can find a place on the job market. These projects must also have the capacity to be reproduced and to be sustainable.

One of the most recent initiatives, the TIH Business project, is supported by the UPTIH (Professional Union of Independent Disabled Workers). It allows companies and independent disabled workers to make contact easily via a dedicated internet platform. “It’s a shop window provided to all independent disabled workers to highlight their skills”, explains Didier Roche, the president of the UPTIH.

The employment observatory at the service of companies

To guarantee its choices and act in an optimal way, the Malakoff Médéric Handicap Foundation is backed by its Observatory of employment of disabled people in companies. Since 2015, the observatory has carried out or published around ten documented studies or enquiries on the theme of employment.

The quantitative and qualitative studies, carried out in 2015 and 2016 with 650 client companies of the Malakoff Médéric group and over 750 disabled people, give precise indicators both on the situation of employment, the approach and the needs of French companies.

You can consult all the documents produced by the Observatory of employment in the press section of www.fondationhandicap-malakoffmederic.org/

Hand in hand with the Disability Mission at Malakoff Médéric

The Malakoff Médéric Handicap Foundation embodies the values of the Group, Commitment, Responsibility and Solidarity, in close collaboration with its Disability Mission. Malakoff Médéric was awarded the “Diversity” label in 2014 (renewed in 2016), and goes beyond the legal percentage of 6% of disabled employees.

For the Foundation, as well as for the Group, the goal is the same: that people with disabilities should not be seen as a burden, but as a lever of performance for the company employing them, and as a medium of humanity for the teams they join!

Find out more about the Malakoff Médéric Handicap Foundation on <http://www.fondationhandicap-malakoffmederic.org/>

About Malakoff Médéric

Malakoff Médéric is a major player in complementary social protection, with two distinct roles (figures from 31 December 2015):

- personal insurance (health, life assurance, complementary pensions), with a recurrent turnover of €3.8 billion, €4 billion capital stock and a solvency rate amounting to 5.5 times the regulatory requirements. Malakoff Médéric insures the health and provides life assurance for 203 000 companies and 6.6 million people and their families.
- management of complementary pensions with €10.3 billion of contributions, a task of general interest carried out on behalf of Agirc-Arrco with 198 000 companies, 3 million employee contributors and 2.9 million pensioners.

Since the group is a non-profit-making, jointly administered, mutual benefit company, its governance guarantees the respect and defence of the interests of both companies and employees.



Generali

The European leader in private insurance, the Generali group is one of the main international insurers, with 77 000 members of staff working in over 60 countries and a turnover of 74 billion euros (2015).

Generali France is backed by over 10 000 co-workers and representatives providing insurance solutions to 8.3 million customers, individuals or beneficiaries of guarantees as part of their activities, as well as to 800 000 companies and professionals.

Generali France is a socially responsible insurer, committed to supporting people with disabilities. The company has an insertion unit for disabled workers (PITH in French) applying a strict policy of integrating staff with disabilities.

In particular, this involves:

- Forging a sense of responsibility among all the players in the company, with a long-term mission to change the perception of disability (innovative tools to raise awareness, including the web-series “*ça handilong.fr*” (www.cahandilong.fr)).
- The recruitment and integration of new members of staff with disabilities (over 80 people since 2014).
- Support for over 400 members of staff with disabilities and the preservation of their jobs with a network of internal and external players (a “Guide to Tools” lists the compensatory help available to the members of staff concerned: telecommuting, help areas, etc.).

Groupe Pomona

Founded in 1912, the Pomona Group is today the national leader in delivering food products and non-food products to professionals in the hospitality industry and specialised local companies.

A multi-specialised distributor, the Pomona Group is rooted in a local base with the expertise of its five distribution networks:

- For the hospitality industry (canteens and restaurants) with:

TerreAzur: fresh fruit, vegetables and seafood

PassionFroid: frozen foods, dairy and meat products

Episaveurs: grocery products, drinks and hygiene

- For local food retailers with:

Délice & Création: products for bakers and pastry chefs

Saveurs d'Antoine: products for butchers and delicatessen retailers

The Pomona Group employs 9 000 people in 140 sites all over France. Its success is largely based on its teams and their capacity to give the best of themselves each day and to offer the quality of service expected by the clients. Its teams are motivated by strong principles for action and a unifying mission: **to help restaurants, canteens and food retailers provide their customers with better food.**

One of the guiding principles of the Pomona Group is to **have confidence in people**. This trust is expressed not only in a culture of promoting internally, an aim to give each person the chance to develop their talents, but also through the respect of all members of staff and their diversity.

It is in this spirit that the Pomona Group has decided to commit itself to promoting the integration and continuing employment of people with disabilities.

The disability policy of the Pomona Group is built around three main orientations: a plan for preserving individuals in work with measures to adapt jobs, reconversion or career management, a partnership plan with adapted and protected companies, a hiring and training plan involving interns or students with disabilities, partnerships with specialised schools or organisations, direct recruitment at trade fairs or on employment sites dedicated to disabled workers.

To apply this policy at a local level, a network of some 40 regional disability coordinators was set up in 2012. In each region a coordinator was appointed with the task of giving form to the Group's disability policy by applying a range of different initiatives in the region.

To find out more: www.groupe-pomona.fr



IKEA

Be yourself: you are unique and that helps create a better IKEA

With 325 stores in 39 countries and over 150 000 co-workers, IKEA is a company inspired by values where our idea of **diversity and inclusion** encourages our members of staff to be themselves in everything that makes them different, to bring out their point of view and to participate in our growth. Each member of staff brings added value to the team and we offer equal chances to all, independently of considerations of gender, age, religion, sexual identity, physical capabilities, ethnic origin or all other aspects of their identity.

IKEA France's COMMITMENT

In France IKEA has over **9 000 members of staff** and 32 stores. At the end of 2015, the company had **431 disabled workers**.

Since the “*handi-cap*” initiative was set up in 2007, IKEA France has been committed to recruiting, integrating and supporting workers with disabilities all through their careers, in jobs as varied as sales, food retailing, customer service, logistics, human resources, building maintenance or refurbishment. In these professions, we look for members of staff and managers who share our values and who can embody them on a daily basis.

In each of our stores, a Handicap coordinator acts on a daily basis to raise awareness, inform and give concrete shape to our commitments. The coordinators are helped in their work by a member of IKEA's staff with a disability who is associated with the “*handi-cap*” initiative to share his or her experience and help to put our actions into practice.

Our first commitment is to make permanent recruitment of staff with disabilities easier at all levels and in all the positions in our organisation.

This commitment involves lasting partnerships with local employment players and associations such as LADAPT, which set up meetings between workers with disabilities and recruiters.

We then ensure that our staff with disabilities will have the same chances to flourish and develop in their work. To do so, we individually monitor their progress, adapt their training, the work environment and working hours when necessary, and train our managers in supporting them.

To find out more, visit the website www.ikea.fr and the section “join us”.



KORIAN

Leading European company specialised in Ageing Well.

The KORIAN group is present in four European countries: France, Germany, Italy and Belgium, and manages almost 700 facilities (medicalised nursing homes, clinics, service residences and home care).

Its has a capacity to welcome almost 70 000 residents/patients. The group employs almost 45 000 people.

At KORIAN, the employees are linked by a shared culture: the KORIAN spirit. Embodying the identity and the specificities of the Group, this state of mind is based on four values:

Benevolence: making consideration for others a cornerstone of our work

Responsibility: working together to ensure our residents and patients Age Well

Transparency: developing trust by being honest and open

Initiative: developing each person's capabilities

Find out more: www.korian.fr



Groupe SII, Technological partner for the digital transformation

The SII Group, a digital services company, supports its clients in their strategy of technological development and provides expertise at the heart of the digital transformation. Its expert teams are mobilised to create and set up solutions to help firms take up the challenge of innovation.

SII organises its activity around two main areas: technology consultancy and systems integration. It provides different kinds of intervention, covering the entire project cycle: consultancy and prior studies development engineering tests, deployment and maintenance.

With over 35 years of expertise, SII works in a range of sectors: Telecommunications, Aeronautics, Defence, Transport, Energy, Banking and Insurance and Retailing. The SII Group has over **5 800 co-workers** in 18 countries, including 9 agencies in France: Aix-en-Provence, the Paris region, Lille, Lyon, Nantes, Rennes, Sophia Antipolis, Strasbourg, Toulouse.

During 2016/2017, the SII group will be recruiting over **800 talents in France**. Permanent contracts are on offer. We look for engineers and university graduates with a Master's degree above all, but personality and experience occupy an important place in the recruitment process, both to support the development of new professions and to maintain the progress of the traditional roles of the group.

**#Expertise #Innovation # Fun, we are #FUNgineer,
the SII group values curiosity, initiative and action!**

Groupe SII, a committed player!

Since 2008, SII has conducted an active policy of recruiting, integrating and maintaining people with disabilities in work. By striving to overturn prejudices about disability, our group is inspired by the aim of enabling each person to give the best of themselves.

Our support for the EDEW is an illustration of our commitments to:

- Promoting the integration of disabled workers
- Promoting professional integration through training
- Maintaining disabled employees in work and supporting their professional development
- Developing partnerships with the protected sector
- Communicating about our commitments to recruiting people with disabilities



Société Générale

Société Générale is one of the leading European financial services groups. Based on a diversified model of universal banking, the Group blends financial solidity and a sustainable growth strategy with the ambition of being a relational bank, a reference in its markets, close to its customers, chosen for the quality and the commitment of its teams. An active player in the real world economy for 150 years, Société Générale employs over 145 000 co-workers in 66 countries, and helps 31 million customers daily all over the world, by offering a wide range of personalised financial advice and solutions for individual customers, companies and institutional investors, based on three complementary units:

- **Retail banking in France** with the Société Générale, Crédit du Nord and Boursorama brands, providing a complete range of financial services with a cutting edge multi-channel approach to digital innovation
- **International retail banking, insurance and financial services** for companies with networks in developing geographic areas and specialised professions that are the leaders in their markets
- **Finance and investment banking, private banking and equity management** with their recognised expertise, key international positioning and integrated solutions

Société Générale is listed in the main sustainable development indices: DJSI (World and Europe), FTSE4Good (Global and Europe), Euronext Vigeo (Europe, Eurozone and France), Ethibel ESI Excellence (Europe) and four of the STOXX ESG Leaders indices. For more information, follow our twitter account  @societegenerale or visit the website www.societegenerale.com

Our vision: only skills count, not the disability.

**Our missions: promoting recruitment, making a success of integration,
Informing, raising awareness & training,
Maintaining disabled people in work,
Developing links with the adapted sector.**

All of our of our vacancies are open to people with disabilities.

Don't hesitate to contact us or to apply for jobs at the following address: mission-handicap@socgen.com

All our vancancies are available on <https://careers.societegenerale.com/>

- **DESC partners**



FRANCE

LADAPT is a French NGOs that provides different kind of services for 16.000 people of all ages and with all types of disability in order to improve their social and professional inclusion.

Web: www.ladapt.net



BELGIUM

European Association of Service providers for Persons with Disabilities is a non-profit European umbrella organization, established in 1996, and currently representing over 11.000 social and health services for persons with disabilities. EASPD advocates effective and high-quality disability-related services in the field of education, employment and individualised support, in line with the UN CRPD principles, which could bring benefits not only to persons with disabilities, but to society as a whole.

Web: www.easpd.eu



SPAIN

Fundación Emplea is a non-profit foundation created in 2008 that aims at enhancing the methodology of Supported Employment and innovation in employment programs for vulnerable groups.

Web: www.fundacionemplea.org



ITALY

Scuola Viva Onlus is a rehabilitation, research and training centre in the field of intellectual disabilities, but not only, that focus on the personal development and social inclusion and participation of users.

Web: www.scuolaviva.org

- **The European association partners**



L'AViQ, Agency for the Quality of Life

L'AViQ, Agency for the Quality of Life, is the new administration in Wallonia that is responsible for major policies:

- policies relating to wellness and health: the reimbursement of social security services for health in nursing homes and for health treatment, the organisation of front line support and treatment, health prevention and promotion, home care, etc.
- disability policy: help for home refurbishments, funding for employment policies, policies relating to welcoming and housing people with disabilities, awareness raising and information regarding disability, etc.
- family benefits: regulation of family benefits, management of budgets and control of relevant funds, etc.

The aim of each of these policies is to help towards a greater quality of life both through supporting disabled people, elderly people or individuals who have lost independence.



FEGAPEI

With a large number of shared convictions, FEGAPEI and LADAPT formed a partnership in 2016 to promote and raise awareness about supported employment on the occasion of the European Disability Employment Week. This partnership has taken shape in a number of communications campaigns, including a special edition of the Fegapei magazine, "Les Forces du Handicap", dedicated to supported employment, and distributed during a range of events linked to the Employment Week.

FEGAPEI brings together 500 associations and 4 000 establishments and services. The latter employ 120 000 employees and provide support to over 240 000 people. FEGAPEI is represented regionally through its 19 regional delegations and also works at a European level. Through their activities, the administrative member associations cover a range of fields: support for children and adults, protected employment and adapted companies, accommodation and monitoring in the home, as well as legal protection for adults. FEGAPEI works in favour of innovation and the deployment of new support solutions for people with disabilities through recommendations, tools or regional experimentation. In particular, since 2013, with the support of the Malakoff Médéric Foundation, it has carried out a regional experiment aimed at setting up and providing a model for a supported employment service in terms of methodology, economics, the law and organisation. An assessment is being undertaken with the support of Paris-Diderot University.

To find out more: www.fegapei.fr
Follow us on Twitter: @FEGAPEI

- **Media partners in France**



20 Minutes

With over 19.1 million users each month, *20 Minutes* is now a major feature in the French media landscape.

In just a few years, it has become the most powerful news brand for the 15-49 age range. At the centre of the project is the young, active city dweller who reads *20 Minutes* each day and each second, with useful, relevant and accessible news.

Encouraging reading, culture and social participation has been the ambition of *20 Minutes* since 2002.

Faithful to its convictions and proud of its values, *20 Minutes* is very happy, for the 2nd year running, to be a partner of the European Disability Employment Week, scheduled from the 14 to 20 November 2016.



France Télévisions

Joining France Télévisions means joining a major French audio-visual group, whose public television missions are to broadcast innovative and specific content, but also new formats for all the sections of the public, seven days a week.

Our diversified content gives pride of place to openness towards the world and to sharing with all the sectors of the public, promoting mutual respect and understanding.

The diversity at the heart of France Télévisions, enriched by its different cultures, is expressed above all through five complementary television channels, a network of regional and overseas radio stations, and 8700 permanent members of staff working in over 120 sites in France, in close proximity to the TV viewers.

Our goals

- To guarantee equal opportunities for all, irrespective of age, gender, state of health, ethnic, cultural or social origin.
- To fight discrimination.

Disability constitutes to be a key issue in our aim of promoting equal opportunities. Access to employment and training, raising awareness, integrating and maintaining in employment are the priorities of our Human Resources policy.

Our programmes follow the same logic of accessibility and of changing perceptions.

Website: www.francetelevisions.fr

Key figures EDEW 2015

In 2015, despite the tragic events of 13 November, over 400 initiatives were conducted on the ground all over France, including 116 initiatives directly organised by employees, volunteers and partners of LADAPT. Among them, some 35 Employment/Disability initiatives brought together 928 recruiters and 4 610 unemployed candidates, with a total of over 40 000 meetings taking place.

- **9 employment / disability forums** enjoyed a great success, with a participation of 4 500 candidates and 700 recruiters
- **17 Handicafés®** attracted 1 250 candidates and 315 recruiters, resulting in 3 500 meetings
- **3 Jobdatings®** brought together 300 candidates and 120 recruiters and led to 600 job interviews
- **11 meetings between companies and candidates**
- **81 awareness-raising initiatives open to a wider public** (web-conferences, plays, open days, etc.)
- **3 Porteurs de parole (“spokespeople”) initiatives**
- **3 “tifos”** brought together 370 “tifosis” (employees, beneficiaries, volunteers, partners, supporters or passers-by), raising awareness among 13 000 people!
- **62 other initiatives** (Flash mobs, Success Cafés, etc.) also helped raise public awareness

As for communication, the partners and media strongly contributed to the event’s visibility.

- **347 town halls** displayed the poster
- **100 posters** were displayed in the Paris metro
- **64 free publications** of the poster appeared in the press
- **17 TV channels** broadcast the ad
- **54 radio stations** broadcast the ad
- **88 free publications on retail websites** of the EDEW banner
- **66 radio reports**
- **661 written press articles**
- **26 TV reports**
- **795 articles** on the **Internet**

Each day during the Week, an edition of “EDEW Zapping”, bringing together all the LADAPT initiatives with photos and / or videos, were sent to over 15 000 contacts and via the social networks. It attracted on average 317 readers per day.

LADAPT key figures in 2015

Support for
16 338
 people.
2 433
 employees, with
10,62%
 disabled workers.

In 2015, LADAPT organised the 19th Disabled Employment Week, now known as the European Disabled Employment Week (EDEW), Handicafés[®], Jobdating[®], disability employment forums, meetings between companies and candidates, conferences, *Cafés des Réussites* ("Success Cafés") and open days bringing together **4610 candidates and 928 recruiters and mobilising some 742 partner companies of LADAPT.**

As part of its health, social and medical-social activities, LADAPT promotes the access to rights of disabled people and provides an adapted response for each individual through five orientations: treatment, education, support, training and integration.

For over 85 years its mission has been to provide support for disabled people in their ordinary, everyday combat, so that we can all *"Live together, equal and different"*.

SUPPORT

30 medical-social facilities or services providing support for 1216 people.

EDUCATION

12 schools et services providing support for 587 children.

TRAINING

28 centres providing specialised courses at medical-social training centres for 3065 trainees and general initiatives for 5516 people.

TREATMENT

11 medical establishments for immediate treatment and for adaptation, helping to rehabilitate 5031 patients.

INTEGRATION

23 protected work structures (7 ESAT protected residential work centres and 16 non-residential ESAT centres), giving work to 923 people.

1 468 members
24 administrator positions

The *Réseau des Réussites* (Success Network) is a network of volunteers supporting unemployed people in their search for work.

36 Success Committees, **350** volunteer mentors, **500** people mentored

1997: Creation of the Disability Employment Week

2000: Creation of the *Réseau des Réussites* (Success Network)

2003: Organisation of the "Estates General for the Citizenship of Disabled People"

2004: Creation of Jobdatings[®] and Disability and Citizenship Trophies

2007: Creation of Handicafés[®]

2011: LADAPT launches its associative project for 2011-2015: *"Live together, equal and different"*

2013: First meeting of the European network of committed partners at the European Parliament in Brussels

2014: Organisation of the first national day for the UN Convention on the Rights of Persons with Disabilities and the launch of an initiative aimed at the general public concerning the image of disability, *"Ouverture de Champ"* ("Opening the field")

2015: Disability Employment Week renamed the European Disability Employment Week and the launch of its first campaign addressed to the general public, #KillLaBetise