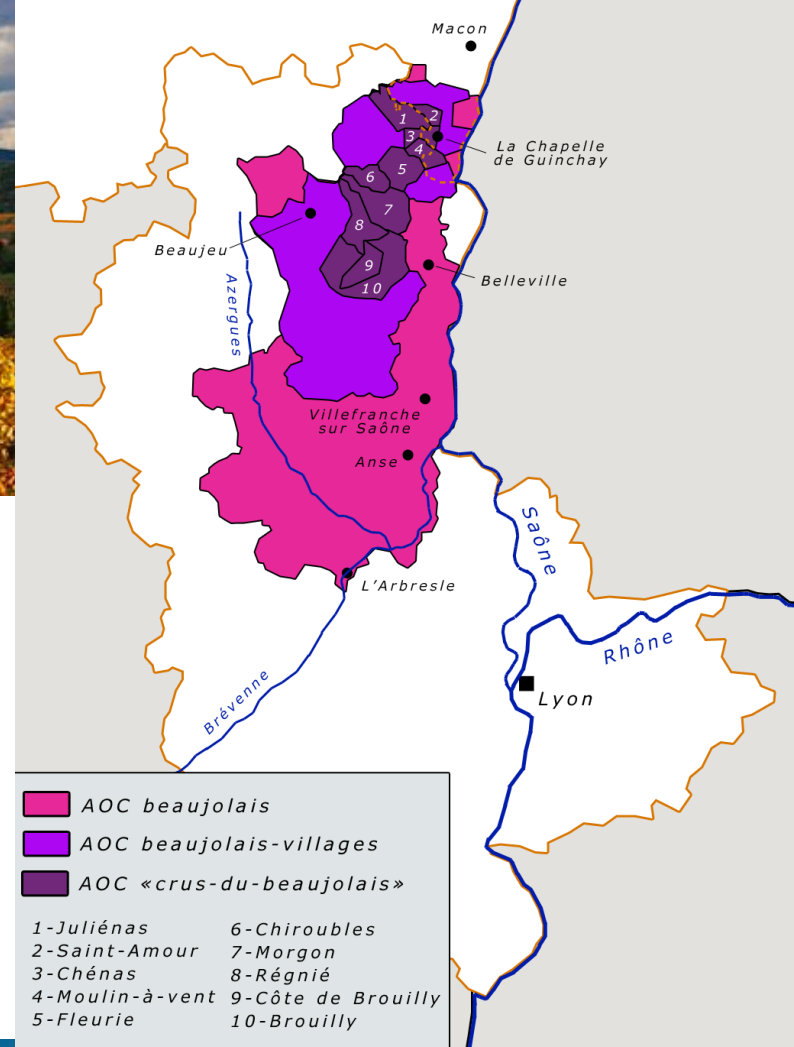
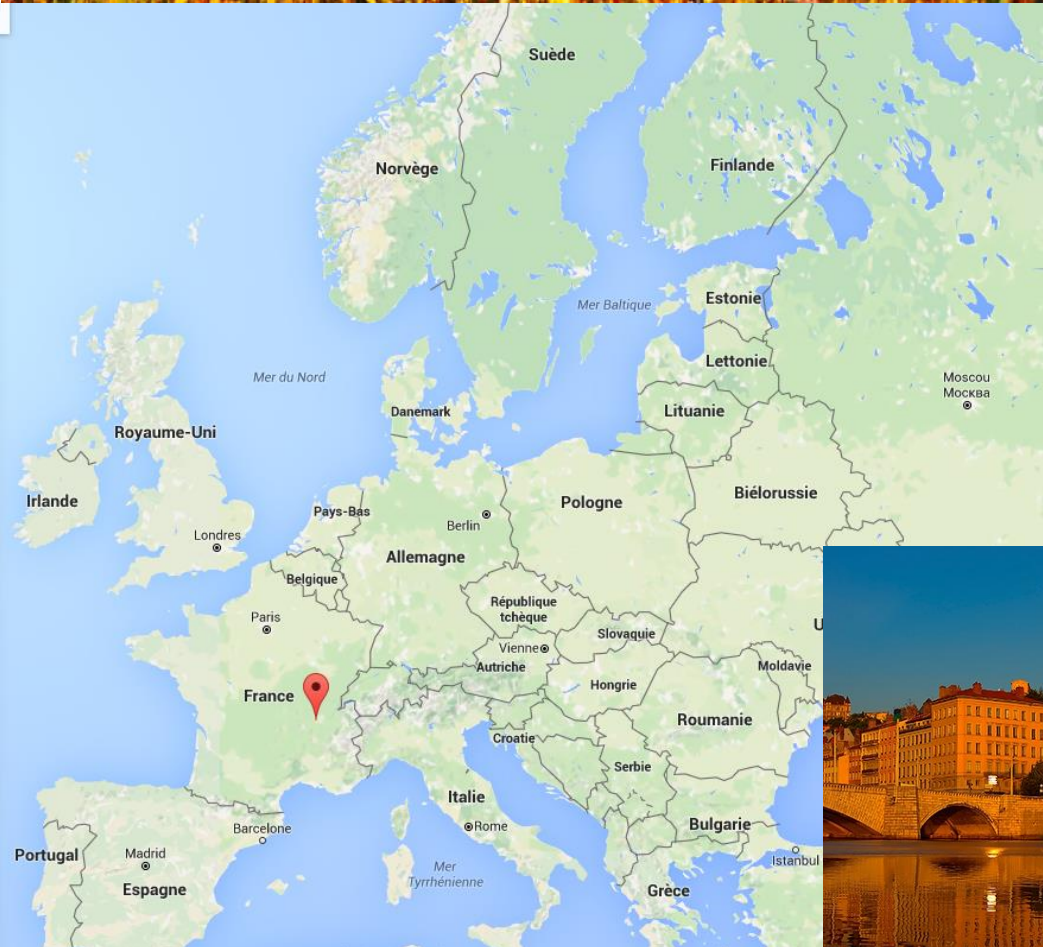




## WORK DISABILITY PREVENTION IN FRANCE: ORGANIZATIONAL AND POLITICAL CHALLENGES

**Jean-Baptiste Fassier MD, PhD**

EUMASS Council Meeting  
October 11, 2019  
**CRAMIF, Paris, France**



# Social expenses

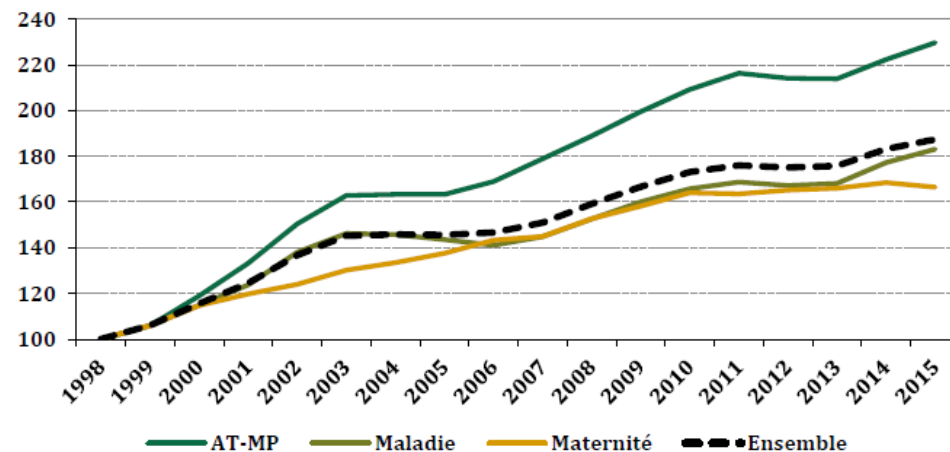
## ■ Sick leave

■ 13,7 Md€ in 2015

■ Upward trend

■ + 180 M€ / y (non work related)

■ + 100 M€ / y (work related)

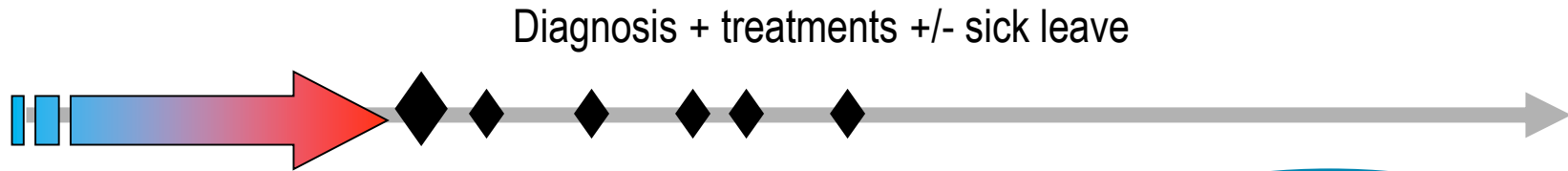


## ■ Disability pensions

		2016	2017	2018(p)	2019(p)
<b>MONTANTS NETS</b>	M€	<b>6 028</b>	<b>6 333</b>	<b>6 489</b>	<b>6 697</b>
<b>Progression en valeur</b>		<b>7,4%</b>	<b>5,1%</b>	<b>2,5%</b>	<b>3,2%</b>

# Health & Work

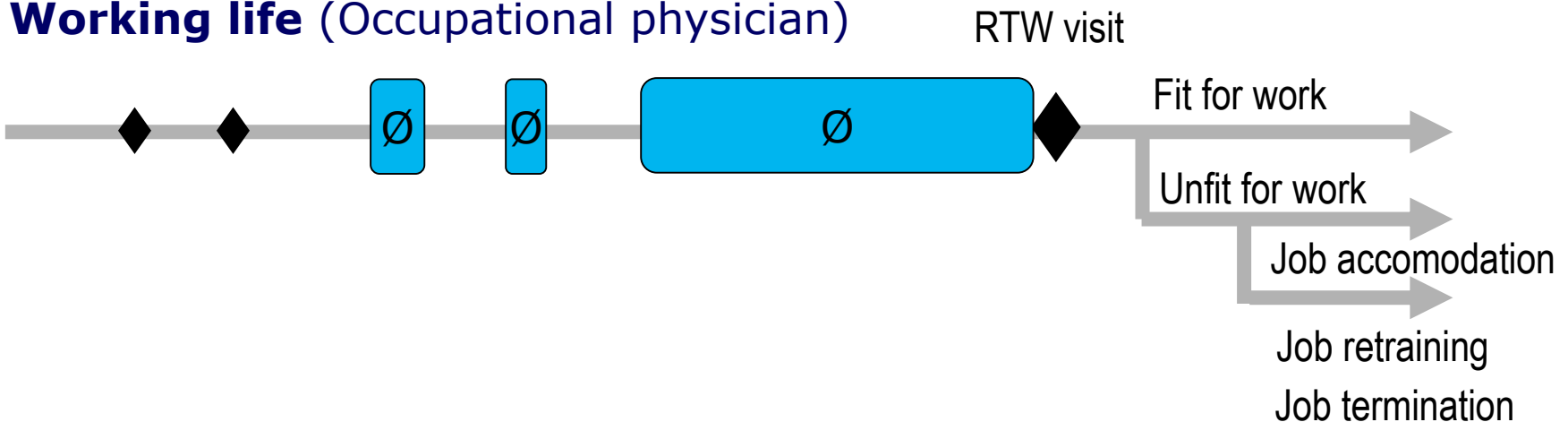
## Care pathway (General practitioner and other specialists)



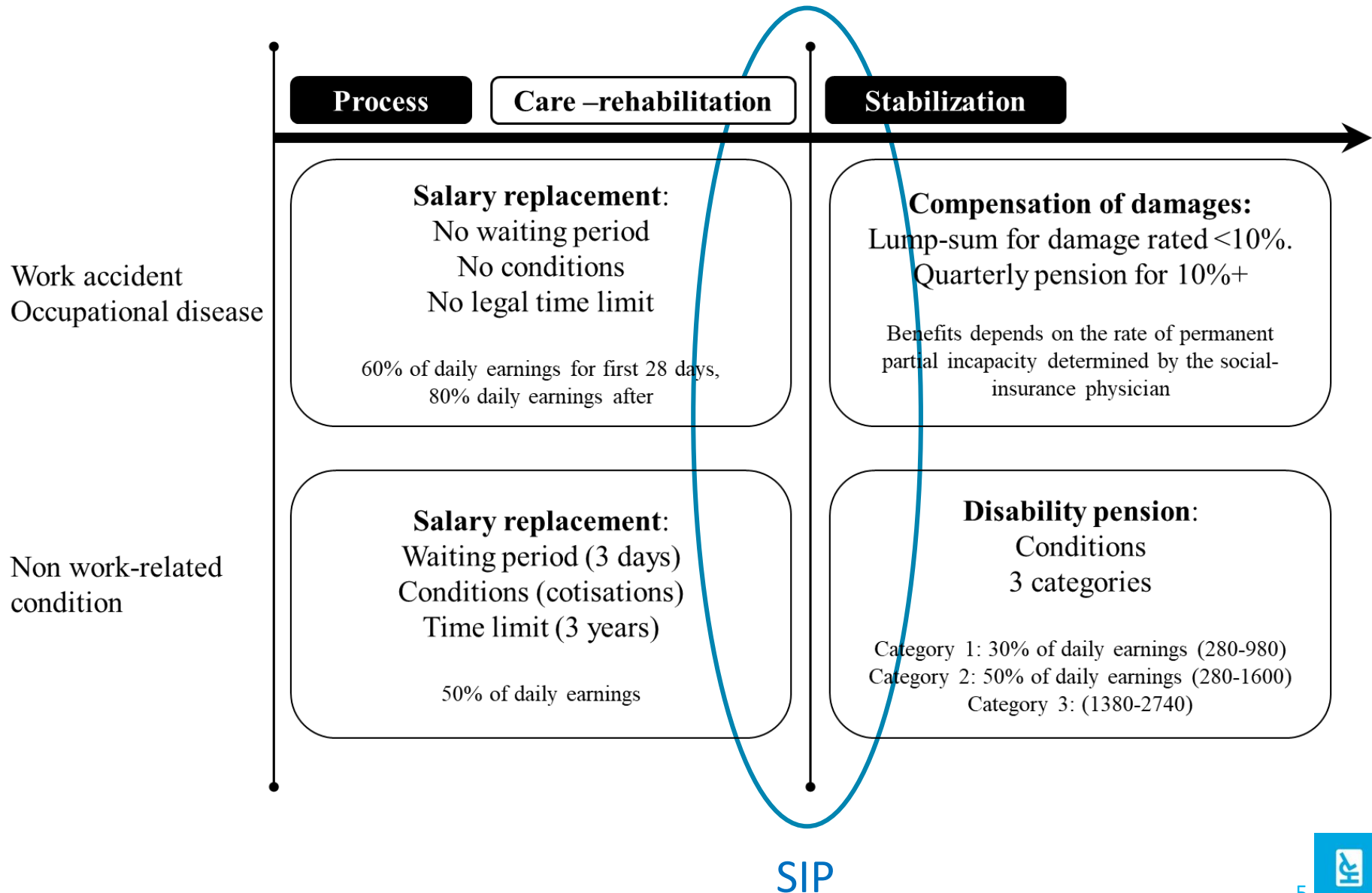
## Social rights (Social Insurance Physician)



## Working life (Occupational physician)



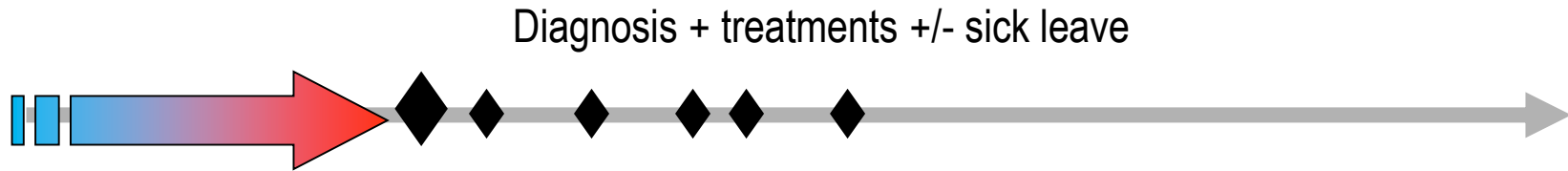
# Sick leave and salary replacement



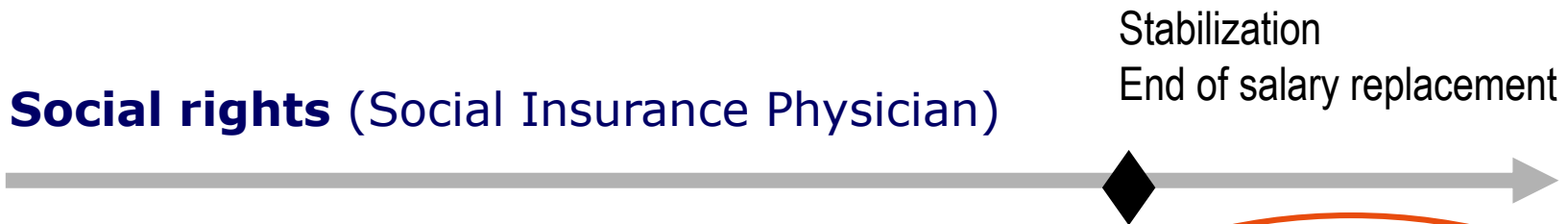


# Health & Work

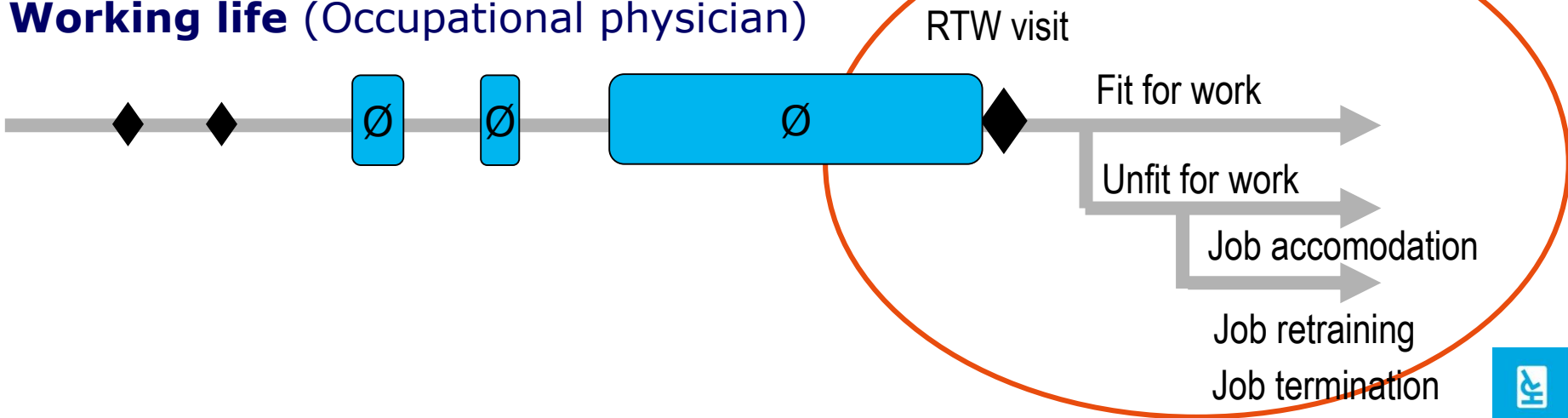
## Care pathway (General practitioner and other specialists)



## Social rights (Social Insurance Physician)



## Working life (Occupational physician)



# Work disability prevention measures

- Pre-return to work visit
- Therapeutic part-time work
  - Temporary basis (weeks/months)
- Job accomodation
  - Hours, tasks, technical / human support
- Professional retraining
  - Qualification for another job
- **Disabled worker status (DWS)**
  - Obligation of employment      ➡ 6% ; workplaces  $\geq 20$
  - Financial support (employer)      ➡ Job accommodation and retention
  - Non compliance      ➡ Deterrent financial penalties

# Disabled worker status

## Pros

### ■ Measures

- Job accommodation

## Cons

### ■ Stigmatizing labeling

- « Reconnaissance de la qualité de **travailleur handicapé** »
- Non take-up of social rights

### ■ Doubtful effectiveness / work integration

- 2,7 M disabled persons of working age
- 500 000 disabled workers looking for a job
- Unemployment rate 19% vs 10%

### ■ Uncertain effectiveness / job retention

### ■ Unsustainable economic model

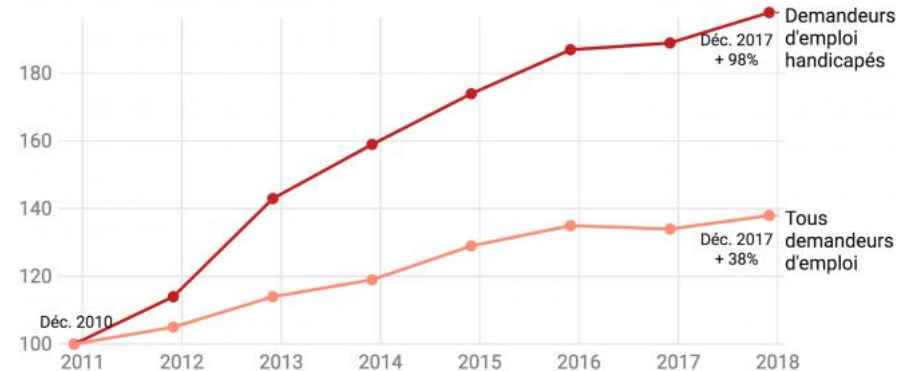
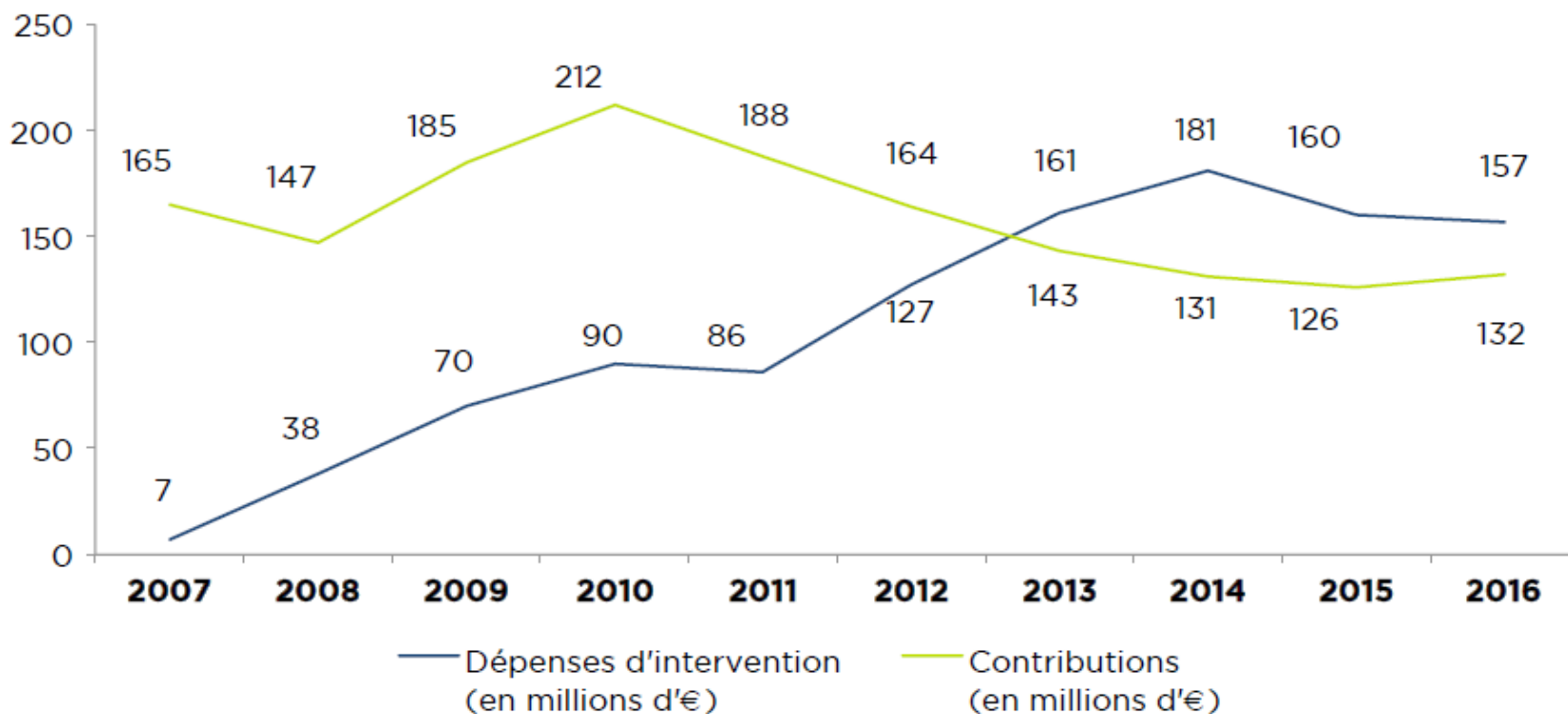
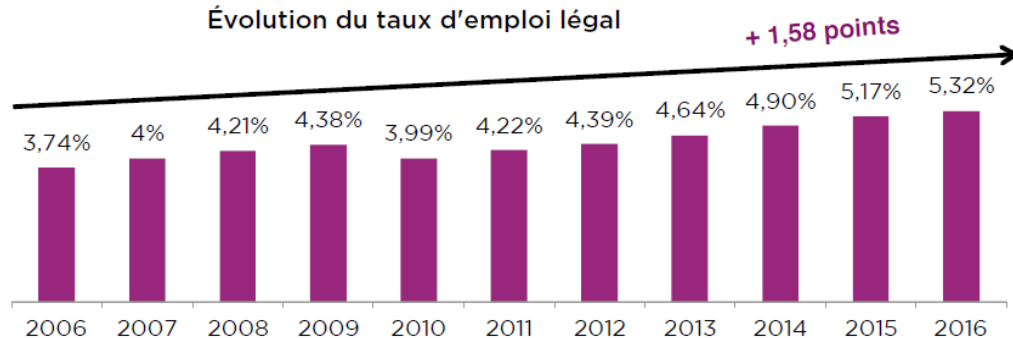


Chart: faire-face.fr • Source: Agefiph • Get the data • Created with Datawrapper



# A model out of breath

Évolution du taux d'emploi légal

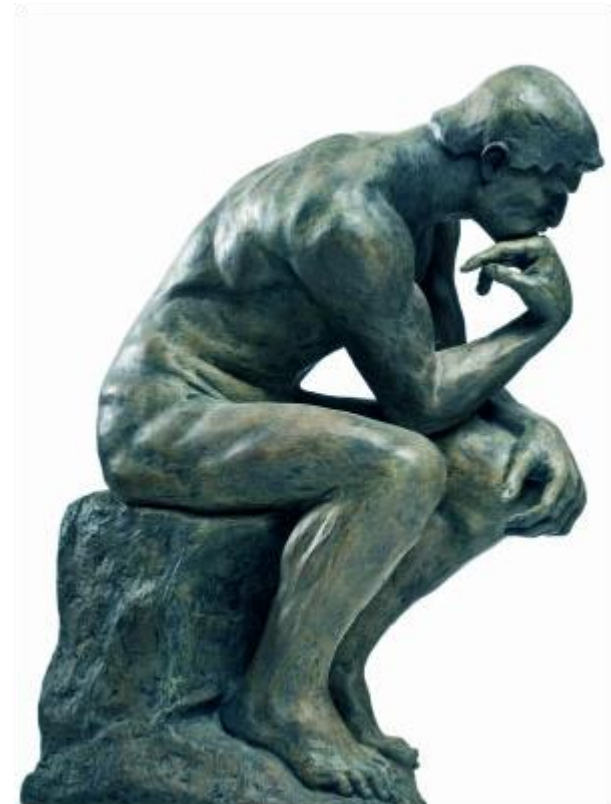


# A model in search of imagination

## 1<sup>st</sup> order change measures

- As from 2018
  - Simplification of services
  - Job insertion / retention
- As from 2020
  - All workplaces concerned
  - Priority to direct employment
  - [6%] Company ➡ [6%] Facility
  - Other measures

## 2<sup>nd</sup> order change measures



# What WDP needs ?

**Talk (and listen) to each other**



**Work on our collective game**



# This is worth a try

- Social disparities are overlooked
  - Education, race, age, gender
  - They threat social cohesion
- Population health intervention research
  - Helps tackle social determinants of health
  - Work = goal / problem / solution
- Researchers as change agents
  - Can initiate research projects as social innovations
  - Can facilitate collaborative gaming



# Political challenges

## ■ Policy

- Planning
  - 3<sup>ème</sup> Plan Santé Travail
  - Stratégie nationale de santé
  - Plan cancer
- Enforcement
  - Methods
  - Evaluation
- Disability laws reform (OETH)

## ■ Politics

- Intersectoral issue
- Unanticipated (?) consequences
  - Appeal system / fitness for work
- Other reforms / political agenda
- Money



# The FASTRACS project

- Facilitate and sustain return to work after breast cancer



 **Follow us !**



@FASTRACS\_projet  
@JBFassier

[www.fastracs.fr](http://www.fastracs.fr)







**THANK YOU  
FOR YOUR ATTENTION**

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