



NEGOTIATIONS ON EMPLOYMENT AND INTEGRATION OF PEOPLE WITH DISABILITIES, THE CFE-CGC SIGNS THE AGREEMENT!

On November 27th 2025, the CFE-CGC signed the new three-year agreement on ‘Employment and integration of people with disabilities’ at AIRBUS UES. Improvements have been made as detailed below.



NEW MONITORING INDICATORS

- Monitoring of the **recruitment plan** with **annual targets** (previously a three-year target) with **the possibility of opening up** “On-top” **internship or apprenticeship** opportunities during internship and work-study campaigns.

Recruitment plan by category	Proposal for the 2026-2028 agreement at UES level
Permanent contracts	36 permanent contracts / year
Temporary contracts	30 temporary contracts / year
Fixed-term contracts / Apprenticeships	35 alternants / year
Internships	6 internships / year
Airbus High School	6 % of the students

- Monitoring of **hires by socio-professional category** (workers/technicians/managers)
- Monitoring of the **number of RQTH* internships & apprenticeships** “on top”
- Monitoring of **internships & apprenticeships programmes converted into permanent contracts**
- Monitoring of **visits to the Mission Handicap G-site**
- Monitoring of participation in **bi-monthly disability conferences**: number of participants/conference
- Monitoring of participation in “**Fresques de la Diversité**” events: number of sessions organised + number of participants
- Monitoring of participation in the “**Inclusion and Disability**” e-learning **training course**



NEW ACTIONS

- Proposal for **English language learning** (e-learning) for **new employees**
- Awareness campaigns on RQTH*** declarations for existing employees
- Implementation of a Team Talk to raise awareness** among teams on **disability** issues (to be carried out by all teams during the 3 years of the agreement)
- Continuation of awareness-raising activities with partner schools**

*RQTH = recognition as a disabled worker



NEW ACTIONS (continued)

- E-learning course on 'Inclusion and disability' integrated into the priority development programme for managers to help them better understand the disabilities of certain members of their team.
- Coverage of equipment prescribed by Occupational Health for adapting workstations on site and at home.
- Transport assistance - in addition to institutional assistance - Coverage of home-to-work transport costs (taxi, adapted transport) for people (with severe disabilities) who do not have access to a personal vehicle and are unable to use public transport due to their disability.
- Increase in the sub-ceilings for assistance with support and job retention for people with disabilities (within the overall limit of €2,700 set for the duration of the agreement):
- Establishment of an annual overall ceiling for employee retention (material and human resources) of €9,000 excluding VAT.

For the CFE-CGC,

It is essential to create a **supportive** environment within **Airbus** for employees with **disabilities** in order to **facilitate** their **integration and improve their day-to-day working conditions**.

It is also vital that **all employees** are made aware of and informed about the measures put in place thanks to the **efforts of the CFE-CGC**.

It is in this spirit that the CFE-CGC obtained the following during these negotiations on behalf of employees with disabilities:

- **additional resources** to finance **new support measures**.
- **an increase** in the number of employees with **disabilities recruited**.
- **Strengthening training and communication** on all **disability-related measures**.



We have so much
in common

