

Titre de l'article

The “employability” of disabled people in France: A labile and speculative notion to be tested against the empirical data from the 2008 “Handicap-Santé” study.

Auteur(s)

Lo S-H^a, Ville I.^b

Affiliation des auteurs

^a Cermes3 (Inserm U988 - CNRS UMR8211 - UPD - EHESS), université Paris-Sud, Chaire « participation sociale et situations de handicap » de la MSSH-EHESP, site CNRS, 7, rue Guy-Moquet, 94801 Villejuif cedex, France

^b Cermes3 (Inserm U988 - CNRS UMR8211 - UPD - EHESS), Programme handicaps et sociétés de l'EHESS, France

Résumé

Following the passage of the French law of 2005 on equal rights and opportunities, the issue of the “employability” of disabled people became a matter of public discussion. To clarify the debate, the article briefly presents the evolution of this notion and its various meanings, from the social sphere to employment policies. The concept of “employability” is then examined without any preconceived definition using empirical data from the national “Handicap-Santé” (disability-health) survey carried out in 2008 on the general population in France. Five groups illustrate employment patterns, social protection devices and types of disability: remaining employed until retirement; being employed thanks to social systems; leaving employment through “incapacity for work” systems; being employed through one's own resources; and being in sheltered employment or inactive. This construct provides keys to understand how “employability” manifests itself. The results show that, unlike the vision of employability that is focused on individual characteristics and promoted by employment policies in Europe, addressing employability in the domain of disability is only meaningful when considering individuals in their environments. The results also show that disability systems encourage forms of employability but still appear to favour access to inactivity through “incapacity for work”.

Mots-clés

France, disability; employability, social protection system, evaluation

Revue

ALTER - European Journal of Disability Research / Revue Européenne de Recherche sur le Handicap

Source

ALTER - European Journal of Disability Research, 2013; 7: 227–243.

Editeur

Elsevier

Lien

<http://www.sciencedirect.com/science/article/pii/S1875067213000680>