

# A study of the practices in the public sector: cases of job inclusion and job retention

---

## **Relevant work-package:**

Work-package 1: Initiatives for helping people with disabilities into work and retain a job

## **Project summary:**

To understand those public employers that comply with their obligations regarding job inclusion and retention for people with disabilities, we are conducting an in-depth study of 6 to 10 different-sized organisations within various branches of France's public sector. The data collected is wide ranging and comes firstly from analysing administrative law that governs public sector employment and in particular the legal provisions for employing people with disability. The fieldwork is mainly based on semi-structured interviews with 3 key stakeholders: employees with disabilities, their supervisors and those in charge of workplace disability policies. These interviews look at a number of aspects including: historical context, the role and position of these stakeholders within the organisation, its disability policy, how disability and professions are perceived, sustainability of the current state of affairs. During the interviews, which are generally conducted at the workplace, we also compile observational data on the layout and accessibility of the premises.

## **Keywords:**

Disability, sociology of the organisations, public sector, professional inclusion, job retention, employment

## **Main coordinator:**

Ms Fanny Jaffrès, Assistant researcher, *EHESP – Department of human and social sciences (SHS)*