

This programme is intended for:

- **Professors and research fellows of the EHESP** working on disability issues and particularly the *Maison des sciences sociales et du handicap* (Social sciences and disability centre);
- **Professionals and representatives of the three public civil service sectors in France;**
- **NGOs** working in the field of disability;
- **Social and social healthcare institutions and services;**
- **Players in workplace inclusion, support and job retention;**
- **European and international academics, professionals and NGOs;**
- **Any person or organisation interested.**



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For further information and/or to consider collaboration:

Marie-Renée GUÉVEL
Project manager
Marie-Renee.Guevel@ehesp.fr

Visit the Internet page dedicated to the programme:

ehesp.fr/en/research/research-fields/social-and-health-policies/programme-for-research-employment-of-people-with-disabilities-in-the-public-sector/

École des hautes études en santé publique (EHESP)
15 avenue du Professeur-Léon-Bernard
CS 74312 - 35043 Rennes Cedex
Tel: +33 (0)2 99 02 22 00 - Fax: +33 (0)2 99 02 26 25
www.ehesp.fr



Employment of people with disabilities in the public sector:

A programme for research and sharing best practice

2012 – 2016

Department of Human and Social Sciences (SHS),
École des hautes études en santé publique (EHESP)

Persons in charge:

Marie-Renée Guével, *Lecturer, Project manager*
Jean-Marie André, *Head of the Department of Human and Social Sciences (SHS)*





Over the last ten years, many changes have occurred under French law leading to a **fundamental shift in the field of disability**. This particularly concerns law N° 2005-102 for equal rights and opportunities, the inclusion and citizenship of people with disabilities as well as the laws regarding the social and healthcare sector – law N° 2002-2 modernising the delivery of social and healthcare and law N° 2009-879 on hospital and health reform. These amendments address **in particular the employment of people with disabilities with the aim of helping them obtain work in an ordinary working environment**.

Disability inclusion
Support
Job retention
Disability
Public sector

However:

- the **employment rate** of people with disabilities is **almost half that of the whole working population**;
- the **unemployment rate** of people with disabilities is **still twice the overall unemployment rate**;
- the **rate of workers from sheltered and adapted sectors integrating the ordinary working environment remains very low**.

A twofold goal:

- **To better understand how people with disability are helped into work and to retain a job within the public sector**
- **To promote the sharing of practice among the professionals involved**

This, along with amendments introduced by recent laws, raises questions about the schemes and professional practices in place, and how they evolve with regard to helping people with disability into work or to retain a job. **The public sector is doubly affected by this issue:** as an **employer** and an **administrator for institutions and services** which help young people and adults with disabilities by offering training, job positions in a secure environment as well as support to integrate the mainstream job market.

Little research has been conducted on these issues.

Four work-packages:

Work-package 1 - **Highlighting innovative initiatives for helping people with disabilities into work and retain a job**

- Exploring the findings of the studies and discussions in different contexts: professional essays, professional networks, trade union networks as well as charity networks, etc.
- Extending innovative initiatives of the identified actions;
- Analysing their characteristics in a cross-sectional manner.

Work-package 2 - **Developing management practices for ongoing changes in social and medical-social institutions and services - coordinated by the *Groupe national des établissements publics sociaux et médico-sociaux* (National group of public social and healthcare centres and services)**



- Promoting the exchange and analysis of managerial practices by organising training seminars based on co-development;
- Supporting the completion of a thesis in anthropology relating to these practices.

Work-package 3 - **Encouraging European and international exchanges**

- Encouraging European and international exchanges by organising research seminars and drawing on guest professors or professionals.

Work-package 4 - **Promoting research and professional practices for helping people with disability into work and to retain a job**

- Organising participatory and reflective seminars with professionals from the three civil service sectors;
- Supporting the completion of a thesis in sociology on the missions of disability contact people in the public hospital sector;
- Supporting the development of research pilot projects with the assistance of the programme's scientific committee.