Theorizing construction of *Employability* and process of *Social disqualification* towards children and parents in poverty situation. An exploration of the work of Robert Castel and Serge Paugam

Presented by Nicolas Jacquet
TISSA 2017
Olzstyn
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JACQUET Nicolas  
PhD Student  
Assistant professor  
Faculty of Social Sciences  
University of Liège  
Belgium

Qualitative research (INCh 2014) in the fields of:
- child poverty policies  
- social policies  
- inter-organizational networks  
- social work

Lectures:
- welfare state evolution in Europe and Belgium  
- social work and its evolution
Context

Lisbon and EU 2020 poverty reduction strategies

Dependency of citizens on welfare system
=> vital social risk (e.g. unemployment)

Understanding at an individual level

Employability
Expected abilities and competences
- marketable skills and knowledge, employability, resilience and self-improvement
- prevent poverty by reinserting into society those who have been excluded from education system or labour market
- does welfare-to-work programs prevent poverty?

Employability
Active citizenship
Social inclusion focuses on...
- championing the rights of poor, marginalized, oppressed and usually excluded social groups
- Non-biased, unprejudiced assistance services to reduce welfare costs, and welfare co-visit programmes
2010 : European year for combating poverty and social exclusion

Proclaim a focus on human and social capital development

Efforts made to combat child poverty must generate tangible results

Reflected in National Social Inclusion Policies
- Belgian National Child Poverty Reduction Plan (2013)
- Walloon Poverty Reduction Plan (2014)
Lisbon and EU 2020 poverty reduction strategies

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Employability
- Active citizenship
  - Championing the rights of poor, marginalized, oppressed and socially excluded individuals along with
  - Neo-liberal stringency, austerity measures to reduce welfare costs, and welfare-to-work programmes
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The goods and the bads
A binary distinction between good deserving vs. bad/deserving (Million)
therefore individuals are subject to surveillance, (re)education and activation strategies

“To change the morally impaired poor's perceived passivity, dependency and laziness to self-reliance, independence, competitiveness, and industriousness” (Kramer-Nevo, 2018)
Employability

Expected behaviour and competencies

• marketable skills and knowledge, employability, resilience and self-improvement

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Employability
- Active citizenship
  - Social inclusion focuses on...
    - championing the rights of poor, marginalised, oppressed and socially excluded social acts along with
    - non-literal stripping austerity measures to reduce welfare costs, and welfare co-visit programmes

The goods and the bads
- A binary distinction between good/bad when vs. both interdependent (interlinked)
- Essential individuals are subject to surveillance, control and insecurity measures
- "Relate the poverty-stricken people’s perceived possibility, dependency and success to militarism, independence, competitiveness and coexistence" (Wallerstein, 2008)
Robert Castel

Analyzes poverty through class struggle
emergence of low social class

Wage society (Castel)
"A differentiated and hierarchical society, where every member is able to maintain interrelated relationship thanks to shared resources and rights"

Organic solidarity (Durkheim)
"The complementarity of the functions, which confers to all individuals, however diverse they may be, a precise social position susceptible to provide an elementary protection and the feeling of being useful"

Underemployment (Castel)
Suggests that professional integration could lead to underemployment:
"Getting out of unemployment through underemployment"
e.g. legal minimum wage
New social insecurities generate a "new" social class, below the middle class or the wage society which consists of unemployed or underemployed individuals, thus creating new forms of poverty

Links between proletarian and precariat
Living conditions of blue-collar social class, or proletarian, (1900's, Proudhon) and precariat are similar (2000's, Castel)
The main difference lies in collective claims that seem to disappear today
Robert Castel

- French sociologist (1933 – 2013)
- Studied philosophy in the late 1950s
- Began working in the field of sociology with Pierre Bourdieu in the late 1960s
- Critical sociology of psychology and psychiatry
- "Disaffiliation"
Robert Castel

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Social integration

Greek concepts
- Emphasis on the individual
- Freedom of choice
- Responsibility
- Harmony between personal and work life

Ideal social integration
- Inability to generalize: material and symbolic representation of work
- Social protection that relies on market

Social disqualification
- Economical and social precariousness
- Well known by social workers
- Awareness of their status and stigmatization as "poor" or "inadequate" to civilization.

Every man for himself
- "Traditional social relationships that set employers against workers appear to maintain in traditional industrial sectors, as steel industry for example, but the general evolution towards individualization of objectives and the weakening of collectives claims tends to become the norm.
- Therefore, in case of difficulties to adapt to work environment, the risk for the worker to personally feel discriminated is high, especially when the possibility to collectively defend rights remains low.
- The process then leads to a sort of fight of all against all. Such as an open competition, it promotes some and suppress others.

Working poors
- In the 60s and 90s, exclusion is conceptualized through long term unemployment
- 21st century: "A simple and alarming fact, the access to labour market does not systematically prevent from material poverty nor psychological distress"

Paugam, 2002
Serge Pougam I.D.

- French sociologist (1960- )
- PhD in Sociology 1988

Thesis under the direction of Dominique Schnapper. Subject: *La disqualification sociale* (social disqualification)

Research topics:
- Sociology of Inequalities and Social Disruptions
- Social Forms of Poverty
- Process of Social Disqualification
- Employment Precarity and Unemployment in Europe
- Welfare Regimes in a comparative perspective
Serge PAUGAM

Social integration

Greeks concepts
- born from slave society, risk not to have an eremitical life (self-made) that confirms the society, can only live with their family for the sake of solidarity, not for personal gain.
- social and economic status: society is formed of a community of individuals who are equal in origin and not in status.
- social and personal relationships: a life is lived, understanding that life is lived, understanding that public and professional life is lived in a social relationship with others.

Ideal social integration
- social economy of life and symbolic representation of work
- social protection that only for workers
- professional of recognition
- professional recognition
- moral and cultural life
- moral and cultural life of society
- moral and cultural life of individuals
- moral and cultural life of communities

Social disqualification
- economical and social precariousness
- well known by social workers
- aware of the "inferiority" of their status and stigmatized as "poor" or "inadequate" to civilization.

Social disqualification = an ordeal
- low income or lack of material resources
- moral degradation in human existence
- obligation to rely on relatives and social welfare services

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Greeks concepts

Homo faber: take initiatives, use self skills, being able to be part of society and have an activity that contributes to society, has the rights to express himself, find his job interesting, etc.

Homo oeconomicus: quality of incomes, takes pride in being part of the company, agrees to work overtime if need be

Homo sociologicus: social life at work, recognition, healthy professional relationships, in time of pressure maintains a sound relationship with hierarchy
Ideal social integration

- a double prerequisite: material and symbolic appreciation of work
- social protection that rely on work

3 types of abnormalities:
- unreliable integration = satisfaction at work and job volatility
- laborious integration = dissatisfaction at work and job stability
- disqualifying integration = dissatisfaction at work and job volatility
Serge PAUGAM

Social integration

Greek concepts
- sources of insecurity, fear and fear of being in a state of uncertainty;
- awareness of the "inferiority" of their status and stigma;
- symbolic representation of work;
- social protection that rely on work;
- types of individualization and individualization of the work environment;
- moral degradation in human existence;
- obligation to rely on relatives and social welfare services.

Ideal social integration
- social representation of work;
- symbolic recognition of work;
- social protection of the relationship;
- moral degradation and individualization of the work environment;
- obligation to rely on relatives and social welfare services.

Social disqualification
- economical and social precariousness;
- well-known by social workers;
- awareness of the "inferiority" of their status and stigma as "poor" or "inadequate" to civilization.

Social disqualification = an ordeal
- low income or lack of material resources;
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Serge PAUGAM

Social integration

Greeks concepts
- ecumenical, non-individual, not and in the part of community and have as an rule, that what happens to
- aware of the "inferiority" of their status and stigmatized as "poor" or "inadequate" to civilization.
- economical and social precariousness
- well known by social workers
- mission of "social workers" in a state of "inequity"
- awareness of the "inferiority" of their status and stigmatized as "poor" or "inadequate" to civilization.
- economical and social precariousness
- well known by social workers

Ideal social integration
- social protection that rely on work
- "Every man for himself"

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Ideal social integration
- a balance between material and symbolic reproduction of work
- social protection that only on market
- type of recognition
- more of integration = classification of work and job security

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Paugam, 2002
Concluding reflections

Welfare dependency is considered as a vital social risk

→ social and professional integration

Understanding from an individual point of view

Welfare recipients are put to the test, and nowadays increasingly required to do this by themselves. Moreover, they are asked to produce individualized answers for, and by themselves in order to overcome their problems.

Vvencken D., 2011

“Social investment paradigm has found practical expression in preventive interventions, conceptualizing the problem of poverty in terms of (re-)education and activation of both children and their parents”

Bolle R., 2011

Welfare to workfare shift

“The welfare system, that is supposed to enhance people’s proactivity, tends to withdraw its support as soon as their autonomy is no longer guaranteed”

Conditionalization
"Social investment paradigm has found practical expression in preventive interventions, conceptualizing the problem of poverty in terms or (re-)education and activation of both children and their parents"

Schiettecat, 2014
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Schütze, 2018

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Schütz/Schütz, 2011

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