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People with Disabilities: Sidelined or Mainstreamed?, By Lisa Schur, Douglas Kruse and Peter Blanck. New York, NY: Cambridge University Press, 2013. 306 pages. ISBN: 978-1-10700047-6

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Dans les seconde et troisième parties, l'auteur fait état, dans un détail fort appréciable, de la prolifération d'acteurs à l'échelle multilatérale, des défis posés à la quête d'une certaine *cohérence* locale et mondiale en matière de régulation socio-économique conjointe, des opportunités qui s'offrent à l'OIT à cet égard, et des différentes stratégies adoptées par l'organisation aux fins de déterminer des « règles du jeu » habilitantes et universelles susceptibles de faciliter l'atteinte de ses objectifs finaux, dans l'esprit de *La Convention de Philadelphie*. De l'impasse des débats, pourtant stimulants, ayant enrichi la question de l'inclusion diversifiée de « clauses sociales » au sein des régimes du commerce international, au projet de définir le *travail décent* sur les bases des *droits fondamentaux du travail*, Francis Maupain traite chacune des questions épineuses avec doigté, ne manquant pas de repérer les faux dilemmes et l'enjeu des véritables controverses.

C'est en réponse au besoin, justement diagnostiqué, de renforcer le pouvoir de persuasion de l'OIT, au-delà du terrain d'entendement des nouvelles « règles du jeu » sur plateformes autorégulatrices, que Francis Maupain fait preuve d'une belle audace. Dans une dernière partie portant sur le *marché de la justice sociale*, il se penche sur des mécanismes originaux par lesquels le pouvoir des « consommateurs-citoyens » ou des « consommateurs-travailleurs » (*consumocrates*, ici) pourrait se mêler aux capacités de persuasion de l'OIT, devant l'attentisme ou l'indifférence de certains pouvoirs étatiques. Il tire le portrait d'un régime de labellisation multilatéral, essentiellement mis en place par les États, qui aurait pour effet de transmettre aux *consumocrates* des informations non typiquement rattachées aux attributs intrinsèques des produits en vente, et plutôt donc aux conditions de leur production, entre autres informations sociétales. Le cadre envisagé par l'auteur est aussi prometteur et intéressant qu'incertain, mais il se présente avec le double

mérite de découvrir un nouvel horizon à la justice sociale et intergénérationnelle, tout en reposant la question de la responsabilité sociale de l'entreprise au sein de véritables réseaux d'influence. Un petit miracle, en ces temps d'« épuisement des énergies utopiques », déplorés par Habermas.

M^e P. Martin Dumas

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**People with Disabilities:
Sidelined or Mainstreamed?**

By Lisa Schur, Douglas Kruse and Peter
Blanck. New York, NY: Cambridge University
Press, 2013. 306 pages.
ISBN: 978-1-10700047-6.

This objective and highly informative analysis by Schur, Kruse and Blanck (Schur *et al.*) summarizes economic, political, and social conditions faced by people with disabilities, who constitute some 15 to 20 percent of adults worldwide, and assesses opportunities and obstacles regarding greater inclusion. The authors incorporate: (1) survey and other empirical findings from different academic disciplines and countries; (2) their own quantitative findings about the United States; and (3) interviews with 21 disability scholars and leaders. The jargon-free, highly accessible, and otherwise well-written volume effectively integrates findings from the individual, employer, and national level. Practitioners may want to seek supplemental readings of a more applied nature and those interested in public policy may want to look for more detailed discussions of statutory provisions and implementation experience. Nonetheless, Schur *et al.* provide a very useful overview that identifies and evaluates salient issues. This book should appeal to a wide audience.

The authors initially critique three non-mutually exclusive models of disability: the medical model (the traditional view, which focuses on individual-specific functional

impairments); the social model (which distinguishes between individuals' impairments and societal-caused disabilities); and the universalist approach (which does not differentiate between those with and without disabilities but instead views impairments as a continuum), but do not explicitly adopt any model. They explain in detail the multiple problems in measuring disability rates within and across countries, but also document efforts at greater survey standardization that should facilitate consistent data compilation and valid comparative analyses.

Economic inclusion is the focus of two chapters. In the second chapter, Schur *et al.* report that people with disabilities have relatively lower employment levels and incomes, face disability-related costs that account for some 9 to 49 percent of average income, and are often eligible for disability income benefits that mitigate economic hardship but potentially create work disincentives. The remaining sections help frame policy options. In their balanced discussion of employment-rate determinants, the authors summarize supply-side factors (the ability and willingness of people with disabilities to obtain employment) and demand-side factors (employers' willingness to hire and retain these individuals). They then assess occupational, technological, work structuring and other labour market trends that are expected to influence future employment prospects for people with disabilities. The prognosis is mixed but not dire.

A detailed examination of opportunities and barriers to employment for people with disabilities, including the role of corporate culture (organizational attitudes, policies, and practices), is provided in the third chapter. Statistical model, experimental study, and field research findings suggest that economic disparities experienced by people with disabilities are not solely attributable to self-selection or ability/productivity differences. The remaining chapter sections are more applied. Schur *et al.* document that

workplace accommodations involve, on average, relative low costs and provide economic benefits to employees and employers alike. They also critique potential policies to increase employment, including those for which there is either no current evidence or mixed findings regarding their impact. With respect to statutory or regulatory policies, for example, the authors note that antidiscrimination laws have not been lead to more employment among people with disabilities and that there is insufficient evidence regarding the influence of affirmative action programs and required quotas. Some targeted programs, such as those involving vocational rehabilitation, appear to be successful in facilitating a return to work and higher earnings.

In the fourth chapter, Schur *et al.* discuss two types of political inclusion: 1- civil rights statutes, for which the extent of enforcement varies; and 2- political participation (including activism on disability issues as well as political participation generally). Political participation is lower among people with disabilities, which may be attributable in part to fewer resources (such as income and education), physical barriers in getting to and accessing polling places, and unemployment status. However, there is not a uniform pattern; young people with disabilities, for example, participate more. Social inclusion, which includes: (1) tangible factors (institutional versus community-based independent living, receiving appropriate and adequate support services, and obtaining accessible transportation and technology); and (2) intangible factors (being treated with dignity, socializing with friends and marrying) is discussed in the fifth chapter. The authors find that people with disabilities tend to be more socially isolated, have greater transportation problems, receive a larger economic return from education, and are less likely to use computers and assistance technology (due in part to financial constraints). In the sixth chapter, Schur *et al.* discuss the interaction of (1) gender, race, and ethnicity; and (2) economic, political, and social inclusion.

These involve complex relationships. For example, the existence of a disability has the largest negative effect on the employment of men and white non-Hispanics but employment rates among women and minorities with disabilities are the lowest, reflecting lower employment levels, generally, among women and minorities.

In the last chapter, the authors succinctly summarize the book's major findings. They also provide qualitative assessments from 21 disability experts; topics include whether the status of people with disabilities improved in recent decades, strategies to facilitate greater inclusion, and a prognosis regarding more inclusion and full equality. Schur *et al.* conclude with a measured but ambivalent response to the question posed by them in the sub-title of their book: a "qualified yes" as to whether people with disabilities are entering the mainstream.

In sum, this work provides a broad and informative overview of salient issues, research findings, and actual experiences of people with disabilities. The book's limitations are few in number, small in scope, and very understandable given the nature of the volume. For example, two disability-related public programs in the United States with substantial affected populations and expenditures—workers' compensation and military disability compensation, respectively—are not addressed. The overview approach warrants the need for subsequent follow-up to check more narrowly focused and comprehensive practitioner- and policy-related sources. Use of empirical findings and examples from a varying set of countries raises questions about generalizability, in light of contextual factors specific to particular countries or groups of countries. However, these are decidedly minor considerations. The book is highly recommended, as it should serve as a standard starting and reference point for a broad readership.

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Solidarités provinciales. Histoire de la Fédération des travailleurs et travailleuses du Nouveau-Brunswick

Par David Frank, 2013. Edmonton :
Athabasca University Press, 2013, 324 pages.
ISBN : 978-1-9273-5629-6.

Dans le cadre du livre *Solidarités provinciales. Histoire de la Fédération des travailleurs et travailleuses du Nouveau-Brunswick*, l'historien David Frank, professeur à l'University of New Brunswick, retrace les grands moments de l'histoire de cette fédération, ajoutant ainsi un chapitre supplémentaire (et nécessaire) à l'histoire du syndicalisme au Nouveau-Brunswick. D'entrée de jeu, l'auteur pose les objectifs de son ouvrage : « raconter l'histoire d'une seule organisation ouvrière et [...] décrire sa place dans l'histoire de la province » (p. 13). Dans son introduction, après avoir cité le député néo-démocrate Yvon Godin, et avoir insisté sur l'héritage historique incontournable, mais parfois négligé, du syndicalisme, Frank souhaite faire œuvre de mémoire.

Par la suite, l'auteur brosse, dans ses cinq chapitres, un portrait de l'évolution de la Fédération des travailleurs et travailleuses de Nouveau-Brunswick (FTTNB) au cours du XXe siècle, par le biais d'une chronologie répartie par thèmes. Son chapitre premier traite de la période allant de 1913 à 1929, soit des tout débuts de la Fédération jusqu'à l'avènement de la crise économique de 1929. Frank décrit alors les moments forts, les enjeux émergents et les personnalités dominantes de la période. Son second chapitre, qui porte sur la période de la crise économique elle-même, soit de 1930 à 1939, analyse les changements d'ordre politique et législatif qui touchent la province, l'ensemble du pays, ainsi que le monde syndical. Le troisième chapitre examine les périodes de la Seconde Guerre mondiale et de l'Après-guerre de 1940 à 1956. Un quatrième chapitre, portant sur les années 1957-1975, traite des transformations importantes du syndicalisme néo-brunswick-