

Gouverner les fins de carrière à distance : Outplacement et vieillissement actif en emploi

Thibauld Moulaert

While Europe celebrated the 2012 European Year of Active Ageing and Solidarity between Generations, this book focusses on the implementation of an "active ageing" policy in Belgium, through the lens of a generalized outplacement scheme at 45 years and over.

Referring to the international origins of "active ageing", the author recalls first that this idea is reduced, once again, to the extension of careers. Especially, in relying on observation of twenty candidates and thirty consultants in outplacement, he explains how this system organizes a new way to manage the end of career, more and more "at distance" from the State via the intervention of these consultants and via a report of the responsibility of the quest for employment on the shoulders of the individual.

A foucauldian inspiration allows the author to connect this public action (the conduct of conducts) with the work on the self (the conduct of the self) in a single movement at the heart of the professionals of outplacement practices. If the individual is called to become "self-sufficient", the analysis shows that all did not succeed and that forms of resistance emerge. In the end, if the purpose of this public action is to "replace the subject at the heart of the debate", his paradoxical effects call a renewed sociological vision that the author strives to build.

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