Inclusive Activation

Supporting the social inclusion of people furthest from the labour market

5-6 Nov 2018, Vienna (Austria)

DAY 1 - PLENARIES
Session 1

Policies and tools for inclusive activation

#InclusiveActivation
Herwig Immervoll

Head of Employment-Oriented Social Policies, Organisation for Economic Cooperation and Development

#InclusiveActivation
FACES OF JOBLESSNESS
A PEOPLE-CENTRED PERSPECTIVE ON EMPLOYMENT BARRIERS AND POLICIES

Inclusive activation. Supporting the social inclusion of people furthest from the labour market.
European Social Network & Social Services Network in Europe Vienna, 5-6 November 2018

Herwig Immervoll
Directorate for Employment, Labour and Social Affairs
herwig.immervoll@oecd.org

www.oecd.org/social/faces-of-joblessness.htm
Who is “vulnerable” or “disadvantaged”?

- **Circumstances** of jobless are often **complex**
- But this is not systematically reflected
  - in policy debates, or in the statistics that feed into policy
  - in categories such as Youth, Older workers, Benefit recipients say little about the problems that people face.
  Eg., “being young is not a barrier”

→ Need **people-centred** info on labour-market barriers to map out integration challenges for “vulnerable”:
- Who are they ?
- What **employment barriers** do they face ?
- What **policy levers** to tackle those barriers ?
Faces of Joblessness
Linking policy debates with circumstances “on the ground”

activation & employment support policies

Large group of jobless, complex & ‘messy’ circumstances
Faces of Joblessness
Linking policy debates with circumstances “on the ground”

activation & employment support policies
Filling the gap: Main steps
People-centred, “bottom-up” approach

1. Select population of interest
   → jobless + low-intensity / unstable employment
   (household data: here EU-SILC, but possible also with administrative data)

2. Measure employment barriers
   (i) capabilities, (ii) motivation, (iii) opportunities

3. Identify policy-relevant groups
   → individuals with similar sets of barriers
   (statistical clustering method)

4. Policy inventory & gap analysis
   → are existing programmes accessible for those groups?
   → are they well-aligned with their main barriers?
Who is “furthest from the labour market”?

- Persistently out of work: 26%
- Weak labour market attachment: 11%
- No major difficulties: 63%

Average across selected countries: AUS, EST, IRL, ITA, LTU, PRT, ESP 18-64, excluding students, military service
Source: EU SILC and HILDA2014
Who is “furthest from the labour market”?

- Persistently out of work
- Weak labour market attachment
- No major difficulties

- Unemployed
- Other inactive
- Domestic tasks
- Unfit to work
- Retired
- Restricted hours
- Unstable jobs
- Near-zero earnings

What are untapped sources of employment growth?

What is the scope for labour-market integration policies?

Average across selected countries: AUS, EST, IRL, ITA, LTU, PRT, ESP 18-64, excluding students, military service

Source: EU SILC and HILDA 2014
What difficulties?

A typology of employment barriers

Work-related capabilities
- Education / skills
- Work experience
- Health problems
- Care responsibilities

Motivation / Incentives
- Out-of-work benefits
- Tax burdens on in-work earnings
- Non-labour incomes
- Earnings of other family members

Opportunities
- Cyclical labour-market weakness
- Limited hiring in relevant labour-market segment (eg, region, education)

Adapted from Immervoll and Scarpetta, 2012
Employment barriers
Incidence across countries

% of individuals with potential labour market difficulties

Sources: Estonia, Ireland, Italy, Lithuania, Portugal, Spain: OECD project “Faces of Joblessness”.
Poland: World Bank project “Portraits of Labor Market Exclusion”.
Links to all studies are in final slide.
Most face *multiple* barriers

Sources: Australia, Estonia, Ireland, Italy, Lithuania, Portugal, Spain: OECD project “Faces of Joblessness”.
Bulgaria, Croatia, Greece, Hungary, Poland, Romania: World Bank project “Portraits of Labor Market Exclusion”.
Links to all studies are in final slide.
Large number of distinct groups

- Poor mothers: skills, care, no experience, opportunity (4%)
- Younger part-time jobbers: less dependent on own earnings (17%)
- Older women: no experience, skills, health, opportunity (3%)
- Older inactive men: health, skills, experience (10%)
- Lower-income mothers: Care, experience, skills, incentives, rural (8%)
- Older inactive women: experience, skills, access to other incomes (9%)
- Early retirees: incentives, health, no recent experience (5%)
- Unemployed youth: no experience, skills opportunities (8%)
- Well-educated jobbing mothers: Care, access to other incomes (10%)
- Jobbing scarce opportunities, skills, recent experience, low income incentives (14%)
- Unemployed fathers: opportunities, low income incentives (6%)

11
Large number of distinct groups

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- Unemployed fathers: opportunities, low income incentives (6%)
- Educated unemployed youth: no experience, skills, opportunities (3%)

Are groups “on the radar” of activation & employment-support policies?

Should they be?
Complex circumstances… and their policy implications.

Themes in the policy dialogue

- Workplace adaptation, anti-discrimination
- Apply activation
- Income support: More accessible & “active”
- On-the-job training, subsidised employment
- Facilitate part-time work
- Combat informal work

- Mothers unskilled, interrupted career EST, IRL
- Discouraged younger adults limited experience ITA
- LM inactive mothers no past work experience ITA
- Income-poor parents no past work experience IRL
- Prime-age men Multiple barriers LTU
- Working poor low skills, work disincentives EST

- Older inactive poor health, skills, experience EST, LTU
- Tackle support fragmentation
- LM inactive mothers has work experience, working partner ITA, IRL
- Incentives for 2nd earners
- Flexible maternity & parental leave
- Childcare affordable, accessible
- Job-search and skills development programmes: Extend reach
“Future of work”: An increasing need to support those with volatile employment?

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Average across selected countries: AUS, EST, IRL, ITA, LTU, PRT, ESP 18-64, excluding students, military service
Source: EU SILC and HILDA 2014
Employment-oriented support is crucial … but already its reach can be minimal

On average, fewer than one in three jobseekers receive unemployment benefits

Coverage among ‘jobseekers’ (unemployed plus discouraged workers)

Thank you

Contact: Herwig.Immervoll@oecd.org

Links & further information:

OECD Faces of Joblessness: All country studies. World Bank results for further countries
Unemployment-benefit coverage: Recent trends and their drivers
Connecting People with Good Jobs
www.oecd.org/social/benefits-and-wages.htm, Skills and Work
Investing in Youth
Ageing and Employment Policy, Displaced Workers
Mental Health and Work

Follow us: @OECD_Social
A joint effort

- Initially a 2-year project 2016/2017, innovative partnership:

- Unified method and broadly similar process / outputs

- Extensions @OECD: eg Australia, Finland, France, Ireland, Italy, Lithuania

- Main findings
  - employment difficulties very different across countries & groups
  - indicates different needs for support, even in demographically similar population segments ("older workers", "youth", "mothers")
  - traditional ways of presenting LM statistics cannot capture this
  - large majority face multiple barriers
  - existing programmes sometimes of right type but poor access, coordination
Scope for labour-market integration measures
Untapped sources of employment growth

- Inactive
- Persistently unemployed
- Weak labour market attachment

% of working-age population

18-64, excluding students, military service
Source: EU SILC and HILDA 2014
Gaps in existing information

Existing **high-level** labour-market indicators contain little information on relevant employment barriers…

- standard breakdowns (age, sex, …)
- no clear link with problems to be addressed (“being young is not a barrier”)
- largely individual-based, little family context

Existing **in-depth** profiling systems designed for needs of specific process / institution (e.g., PES)…

- generally not used for higher-level policy dialogue
- may not capture circumstances relevant for key policy areas, eg. care responsibilities, incentives
- miss big parts of jobless, eg. only registered unemployed
Thank you

Contact: Herwig.Immervoll@oecd.org

Links & further information:

OECD [Faces of Joblessness](#): All country studies. World Bank results for further countries

Unemployment-benefit coverage: Recent trends and their drivers

Connecting People with Good Jobs


Investing in Youth

Ageing and Employment Policy, Displaced Workers

Mental Health and Work
Ágota Scharle

Director and Senior Researcher, Budapest Institute, Hungary
SERVICE INTEGRATION TO SUPPORT MINIMUM INCOME RECIPIENTS: SUCCESS FACTORS AND BARRIERS

Ágota Scharle

Vienna
5 November 2018
OUTLINE

• Potential benefits (aims) and success factors of service integration
• Barriers to integrating services
• Worth the effort? Costs and benefits of service integration
### REFORM EPISODES IN 12 (16) COUNTRIES

<table>
<thead>
<tr>
<th>Achievement of objectives</th>
<th>Federal government</th>
<th>Unitary government with strong local autonomy</th>
<th>Unitary government with weak local autonomy</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Less successful (in some outcome)</strong></td>
<td>Austria, Switzerland</td>
<td>Denmark, Flanders (Belgium), <strong>Norway</strong></td>
<td><strong>Poland</strong>, Portugal, Romania</td>
</tr>
<tr>
<td><strong>More successful</strong></td>
<td>Germany</td>
<td>Basque Region (Spain), Finland, France, <strong>Netherlands</strong>, Vienna (Austria)</td>
<td>Ireland, Slovenia, <strong>United Kingdom</strong></td>
</tr>
</tbody>
</table>
POTENTIAL BENEFITS AND SUCCESS FACTORS

• **Better response to multidimensional problems:**
  - can offer wider range of services in coordinated way

• **Better access to services:**
  - easier to navigate system
  - may be less stigmatising

• focus on services often needed in combination
• cautious about size of integration effort
• incentives for cooperation across units, esp in referral
• broaden target group (?)
POTENTIAL BENEFITS AND SUCCESS FACTORS 2

• **More effective activation:** (income support + encourage active job search) job search conditions + counselling and ALMP

• **Better management:** better flow of information, synergies between services, pool fragmented resources, scale economies

• Clear, efficient allocation of roles between agencies

• High quality IT to enable exchange of information

• Well designed performance incentives (+performance measures)
• **Inspire innovation:** more opportunity for interaction of experts from various backgrounds; greater scope to test new, innovative approaches

• good incentives for cooperation across units

• combine strong performance management with more local autonomy (?)
• Easily politicized via links to sensitive issues: activation, benefit fraud, municipal autonomy

• Political disunity can block reforms, but crisis or consensual political culture can help (De, No)

• Lacking cross-party consensus over direction of integration reform can lead to failure (At)

• Fragmented initial institutional setup can hamper successful design if goals are too ambitious (No)

• Need considerable design and implementation capacity and time – overall quality of governance (Pl)
BARRIERS IN IMPLEMENTATION PHASE

• Initial institutional conditions matter

• Fragmented institutional setup may be overcome by:
  local expertise, tradition of cooperation,
  prior consultation with s’holders, staff training

• Limited evidence on many design issues (toolkit) -
  need monitoring, pilots and rigorous evaluations

• Important to allow sufficient time for
  implementation …

• … though time pressure may not lead to failure if
  there’s local expertise (De, Dk, Es) political pressure (Si)
COST-BENEFIT ANALYSIS

• results from four countries: Dk, De, Si, BC/Es

• few well-documented reforms, esp on cost of pre-reform system (municipal, fragmented)

• reform often broader: activation, benefit design etc – impact?

• few reforms generate net gains in short run (BC/Es), no significant gains (De, Dk, Si)

• BUT: setup costs usually modest (cc. 1/8 of annual costs of PES in De)
Thank you for your attention

Further information:

• Research report
  http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8148&furtherPubs=yes

• Practitioners’ checklist
  http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8147&furtherPubs=yes
Results: impact on employment and poverty

<table>
<thead>
<tr>
<th>Improved employment outcomes</th>
<th>Reduced poverty</th>
<th>Did not reduce poverty</th>
</tr>
</thead>
<tbody>
<tr>
<td>BC(ES), DE, FI, FR, IE</td>
<td></td>
<td>NL, UK</td>
</tr>
</tbody>
</table>

| No evidence of improved employment outcomes | V (AT) | BE, DK, NO, PL, SI, CH, PT |

Employment outcomes depend on
• adjustment of staff in order to keep caseloads at a manageable level
• improvements in the exchange of information

Poverty outcomes may improve despite the tightening of activation
Practical value of the project: pathways and policy transfer

<table>
<thead>
<tr>
<th>EFFICIENCY OF GOVERNMENT</th>
<th>NO/AD-HOC COOPERATION</th>
<th>PARTIAL COOPERATION</th>
<th>INTEGRATED SERVICES</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOWER HALF</td>
<td>(1) BG, CZ, EL, HR, HU, LT, LV, RO, SK (2) IT, PL</td>
<td>(1) SI</td>
<td></td>
</tr>
<tr>
<td>UPPER HALF</td>
<td>(1) CH</td>
<td>(1) CY, EE, IE, IS, LU, MT, PT, SE (2) AT, BE, FR, NL</td>
<td>(1) DK, ES, FI, NO (2) DE</td>
</tr>
</tbody>
</table>
Niall O'Higgins
Senior Economist, International Labour Organisation
Rising to the NEET Challenge: Effectiveness of action to integrate disadvantaged youth

Niall O’Higgins
Youth Employment Programme
Employment Policy Department
ILO
Geneva

Inclusive Activation, Vienna, November 5th-6th
Today

✓ Global Overview of young “NEETs” – young people who are Neither in Employment, Education nor Training

✓ The response in Europe – The Youth Guarantee

✓ Some reflections on Outreach: reaching the ‘hard to reach’?
A shift in focus of youth employment policy

✓ From Youth Unemployment to NEET (Not in Employment or in Education and Training)
  – Broadens the focus to include also the inactive – a number of implications

✓ In Europe - Youth Guarantee; but also globally
  - SDG indicator (8.b.1)
What does NEET mean?

Unemployment rate = \( \frac{\text{Unemployed}}{\text{labour force}} \)

Labour Force

<table>
<thead>
<tr>
<th>Employed</th>
<th>Unemployed</th>
<th>Inactive</th>
</tr>
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<td>34.7%</td>
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<td>6.1%</td>
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<tr>
<td>IN EDUCATION</td>
<td>54.4%</td>
<td></td>
</tr>
</tbody>
</table>

NEET rate = \( \frac{\text{Unemployed} + \text{Inactive}}{\text{Population}} \)

Population

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NEET – predominantly affects young women

- The proportion of young people neither employed nor in education (NEET) has reached 22% worldwide: three-quarters of young NEETs are women.

- Women are disproportionally affected in emerging (80.3%) and developing (66.1%) countries.
Global Overview of NEET (M&F, 15-24)
Ratio of female to male NEET rates (15-24)
Implications

✓ Greater emphasis on gender gaps and issues
✓ Need to think about outreach and activation also in youth employment policy
✓ NEET is **highly** heterogeneous – need a range of tailored policy solutions within a comprehensive framework
The response in Europe: The Youth Guarantee

In April 2013, the Council of the European Union adopted a Recommendation on “Establishing a Youth Guarantee (YG) that asks Member States to:

“ensure that all young people under the age of 25 years receive a good-quality offer of employment, continued education, an apprenticeship or a traineeship within a period of four months of becoming unemployed or leaving formal education”.

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The response in Europe: The Youth Guarantee (II)

✓ Time limited response: within four months
✓ Concerns all young NEETs - not just the unemployed
✓ In practice, has often provoked substantial reform of youth related services
✓ But how effective have these been?
Since 2012, NEET rates have fallen but not **Inactive** NEET rates.
...and not much progress made with the least educated
There is no single definition of “outreach”, but in the field of youth employment it typically encompasses:

1. Awareness raising and information to attract youth to available services
2. Interventions to identify, contact and engage inactive or disengaged youth, and
3. Individualized labour market integration services delivered in proximity (e.g. in local communities, schools, malls, public events, or one-stop-shops or mobile settings).
Outreach: Four steps

Individualized support

1. Identify and contact inactive and disengaged youth
2. Engage and lead youth towards available services
3. Delivery of tailored re-integration programmes and services
4. Monitoring and adjustment
Elements of an outreach model

**IDENTIFICATION**
- Tracking systems, schools
- NGOs
- Municipalities
- Social services
- Health services
- Youth centres
- Police

**CONTACT AND ENGAGEMENT**
- Youth workers (NGOs)
- Social workers
- Outreach, street workers (contracted by public service providers, municipalities)

**INDIVIDUALIZED SUPPORT**
- Individual assessment
- Information
- Coaching
- Motivation training
- Self-awareness, self-esteem training
- Communication, team work, work readiness skills
- Career tasters
- Advice and referral to specialized services (employment, health, housing etc.)

**YOUTH GUARANTEE**
- Second chance programmes
- Return to formal education and training
- Labour market integration measures

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Elements of outreach in the Portuguese YG

2) Referral network
(Training centres, CQEPs, schools, guidance services, universities, local authorities, social partners, charities, immigration support centres)

6) Signalling, diagnosis, referral activities

9) National awareness-raising campaign

7) IEFP Job Centres
Formação Transversal

8) CQEP
(Career counselling and guidance)

Outreach

Direct Service Delivery

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Concluding remarks

✓ NEET/lack of employment is not the only issue
  – increasingly issues with job quality (temporary employment, gig work, internships, etc.)

✓ Thusfar, the performance of the Youth Guarantee has been mixed
  – Has involved major reforms of broader benefit to countries
  – Does not appear to (yet) have had a significant impact on inactive and disengaged youth
  – Promising approaches do exist
Alessandra Marini
Senior Social Protection Economist, World Bank
Tools for Inclusive Activation

“not everybody is activable right away”...

Alessandra Marini
Vienna, November 5, 2018
Meet Sofia

• Sofia is pregnant with her fourth child.
• Two of her three children are under five and she has a first grader who may be autistic.
• She is afraid of her husband, who is an alcoholic and has sporadically used drugs (domestic violence @ home).
• She is not working and worries that if she leaves her husband – the sole breadwinner - she won’t be able to support her family.
• Her parents have been a source of support but her father is manifesting memory loss and her mother is anxious and overwhelmed.
• She is depressed and very stressed.
Activation may be the least of Sofia’s problems...

- **Group 1:** Ready for Activation (employed want better job; ST unemployed actively looking for work)
- **Group 2:** Farther from LM (discouraged workers, lack skills, LT unemployed, first-time job seekers, inactive)
- **Group 3:** Some social obstacles to work but want/ready to work
- **Group 4:** Complex social risks + farther from LM (not activable right away; social risks take priority)
Benefits and Services: a very difficult system for Sofia

- Countries have a variety of benefits and services
- Vulnerable clients must navigate through complex supply
- Usually lower quality services for poor clients
- No vulnerable family has full support
Sofia needs support: a “mediator” is needed

- Identify the most vulnerable individuals and families
- Understand their needs
- Personalised guidance and support
- Help access all available benefits and services
- Review compliance & progress

Clients
Labour Services
Social Services

connector/mediator needed
Key attributes of a mediation modality (*)

Institutional arrangements that facilitate the beneficiaries entry to the system (single entry point)

Identification of services that contribute, directly or indirectly, to the expected results (relevant services)

Mechanisms to ensure effectiveness of the providers to meet the beneficiaries’ demands (service standards).

Operation of institutional networks close to beneficiaries. (Municipalities and Local Networks)

(*) also linkages model, “opportunity approach”
Main tools for connecting beneficiaries to services

- **Information System**
  - Tracking
  - Monitoring results

- **Expected results check list**

- **Mediator Toolkit**

- **Referral mechanisms**
  - Protocols
  - Agreements (MOU’s)

- **Services Mapping**

- **Protocols**
- **Agreements (MOU’s)**
Applying lessons learned - Italy REI Case Management System – a prototype

- Assigning case to social workers
- Evaluate multi-dimensional conditions
- Automatic evaluation results
- Pre-filled fields (interoperability)
- Services available to support households
Applying lessons learned – Greece Community Centre platform

- Beneficiary registry – referral to services
- Beneficiary record – access to services
- Mapping services - statistics
- Greek catalogue of social programs
➢ Intake and Eligibility – Screening for Needs
➢ Referrals and Assessment
➢ Mental Health
➢ Domestic Violence and child welfare – joint outreach applying AR strategies
➢ Substance Abuse Treatment
➢ TANF/SNAP Medicaid/MCHIP – food pantry
➢ Nurse Home Visiting and maternity and family strengthening services
➢ ChildCare Subsidy and early childhood support services
➢ Housing Support Services
➢ Developmental Disabilities and partnership with the public school system
➢ Adult services – home visiting, chore services, senior nutrition sites and senior centers
➢ Integrated Policy, Practice and Infrastructure
➢ Workforce Development Services for mom

Montgomery County Maryland – A window into an Integrated Health and Human Service department
Takeaways

- Social workers: **critical integrators and connectors**, can offer a wider set of remedies to a complex set of needs, *including activation*

- **Build on Innovation**: Greece and Italy, coming *late* to guaranteed minimum income schemes, built on innovation and mediation models of LAC

- Improving the activation **potential** is an important goal in itself
thank you!
Session 2
Translating policy into practice

#InclusiveActivation
Maite Peña
Councillor for Social Policies, Gipuzkoa County Council, Spain
AN INCLUSION PLAN FOR VULNERABLE PEOPLE IN GIPUZKOA: THE ROLE OF STRONG PUBLIC/PRIVATE PARTNERSHIP

Elkar-EKIN
LOCATION
Gipuzkoa (Basque Country)

POPULATION
719,282

GDP p/c (2016)
€33,712

SPENDING ON SOCIAL SERVICES (2016)
€1,293.06 per capita
GOVERNMENT LEVELS

BASQUE GOVERNMENT
- Planning
- Minimum income system

PROVINCIAL GOVERNMENT OF GIPUZKOA
- Specialised care

LOCAL COUNCILS
- Community care
Elkar-EKIN INCLUSION PLAN

1/ IMPROVING CARE FOR PEOPLE IN SOCIAL EXCLUSION

2/ GENERATE EMPLOYABILITY OPPORTUNITIES FOR PEOPLE IN SITUATIONS OF SOCIAL VULNERABILITY

3/ PROMOTE SOCIAL COHESION AND INCLUSIVE ACTIVATION

4/ STRENGTHEN COORDINATION WITH OTHER SOCIAL PROTECTION SYSTEMS

5/ COMMUNICATE AND RAISE AWARENESS OF CITIZENSHIP
ELKAR-EKIN LANEAN

Strategy for employability and social and labour inclusion

- Reduce inequalities and advance the economic and social cohesion of Gipuzkoa
- Promote social inclusion and improve the quality of life

Through:
- access and maintenance of employment and occupation
- maintenance and improvement of working conditions and occupation
PUBLIC/PRIVATE PARTNERSHIP

Work with the Third Sector at different levels:

• Analysis and design of policies and resources
• Resource management
• Development of the intervention model
THANK YOU

Email: gdiputatua@gipuzkoa.eus
Peter Stanzl
Director of Social Planning, City of Vienna, Austria
Employment

Peter Stanzl
Starting point

➢ Employment Service responsible for labour integration, also for means-tested basic benefit recipients; supporting organisations, support the Labour Market Service in this task

➢ High proportion of young means-tested basic benefit recipients

➢ Existing offers for young means-tested basic benefit recipients were not sufficiently effective and efficient

➢ Vienna Government Convention 2015: increased support for young means-tested basic benefit recipients for their integration into the first labour market

➢ Cooperation of the Labour Market Service with the City of Vienna: joint concept development, project implementation and financing of the project

Back to the Future – Employment
Back to the Future – Employment

- Target group: young means-tested basic benefit recipients aged 18 to 24
- Co-financed by ESF, Employment Service and City of Vienna
- Funding period: 12 months (time frame 24 months)
- Total budget: 5 million euros/year (excluding investment costs)
- Project costs/place/year: max. €25,000
- 200 transit jobs
- Goal: Placement in the primary labour market
Specific features of the project

➢ Duration of employment opportunity:
  ▪ Preparatory phase of max. 8 weeks (financial support from the Employment Service)
  ▪ max. 10 months of employment (target: remuneration about the minimum standard salary €863)
  ▪ Extension option for some of the participants for a max. of another 12 months of employment
  ▪ Phased employment model → higher hourly rate and thus higher remuneration possible; a downgrading to a lower level is also possible
Specific features of the project

➢ Self-generating ratio of at least 20%

➢ Outplacement

➢ Employment before supervision/care → important: follow-up care
  (nobody should get lost)
Employment requirements

- Low qualification requirements (e.g. simple craft activities, industrial services with a high proportion of manual work)
- Variety of activities with different degrees of difficulty and in various professional fields
- Business-related activities that provide participants with relevant work experience for the primary labour market
Activities

➢ Growing vegetables and fruit open air and in greenhouses
➢ Processing, preparation and sale of self-produced vegetables and fruit in the "Stadt Bauern Laden".
➢ Collaboration with the social restaurant "Lobauerhof" (also catering)
➢ Participation in the buffet "Start Eating” (preparation of snacks, desserts etc.)
➢ Manufacture and repair of furniture in wood workshops

Info: www.startworking.at
Activities

- Unpacking and packaging of food (company: Manner)
- Preparation of IT hardware for resale or recycling (company: AfB)
- Partial and final assembly of consumer goods
- Supporting activities in the warehouse sector
- Picking and packing work
- Sale and processing of e-bikes (cooperation with Greenstorm.EU)

Info: www.craftjobs.at/
## Results so far

<table>
<thead>
<tr>
<th>Period 1.10.2016-31.03.2018</th>
<th>Craft Jobs</th>
<th>Start Working</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
<td>Total</td>
</tr>
<tr>
<td>Number of participants</td>
<td>354</td>
<td>1,153</td>
<td>1,507</td>
</tr>
<tr>
<td>Participation in Info Day</td>
<td>150</td>
<td>490</td>
<td>640</td>
</tr>
<tr>
<td>Participation in preparatory phase</td>
<td>89</td>
<td>264</td>
<td>353</td>
</tr>
<tr>
<td>Accessed employment</td>
<td>44</td>
<td>131</td>
<td>175</td>
</tr>
<tr>
<td>Placement in employment</td>
<td>9</td>
<td>50</td>
<td>59</td>
</tr>
<tr>
<td>Termination by participants</td>
<td>54</td>
<td>138</td>
<td>192</td>
</tr>
<tr>
<td>Withdrawal for other reasons</td>
<td>15</td>
<td>13</td>
<td>28</td>
</tr>
</tbody>
</table>
First results of the evaluation

- only 19% of participants have a higher level of vocational education and training (higher than compulsory schooling)
- 8% of participants have a certified disability
- 1/3 without migration background, 44% belong to the first migration generation
- 30% are entitled to asylum or subsidiary protection
- 45% already have training experience
- Low percentage of women (26%)
- 1/4 already has a means-tested basic benefit history as a minor (inheritance of poverty)
First results of the evaluation

- Frequently multiple problems (low level of education, lack of work experience, social instability, physical and psychological stress, financial problems)
- Work testing seen as more effective for labour market integration than further training
- Language problems latent issue
- Relatively frequent absences, long periods of sickness (>30 days)
Contact

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https://www.wien.gv.at/gesundheit/einrichtungen/planung/soziales/
Marjukka Turunen

Director of Change Management, Social Insurance Institution (KELA), Finland
Employment for all? Reflections from a basic income experience

ESN Inclusive Activation Seminar
Vienna 5.-6.11.2018

Marjukka Turunen
Director of Change Management
Finnish Social Insurance Institution
Social security benefit systems must be renewed

• Very complex social security systems, lack of flexibility

• Final social benefit receivers increasing

• Massive bureaucracy
Social security benefit systems today

• Incentive traps prohibit people to take on work.

• Bureaucratic traps bring extensive burden to both customers and the executor.
Basic income experiment aims to

- *Develop social security to more participative system*
- Renew social security
- Reduce bureaucracy
- Simplify complexity
1. More incentives to take on work
   • Labour income does not reduce the amount of basic income.
   • Basic unemployment benefit is coordinated with earnings and there are incentive traps in the system.
Basic income experiment– Why?

2. Financial security guarantee

• Basic income is paid in advance always the same time per month unconditionally and automatically.

• Unemployment benefit is paid afterwards and it’s amount is reduced by possible labour earnings.
3a. Less bureaucracy

- To calculate the amount of the unemployment benefit, customer needs to supply all the necessary information repeatedly to executor.

  - Application form, pay checks and other clarifications needed to calculate the amount of the benefit.
Basic income experiment—Why?

3b. Less bureaucracy

- Status changes are irrelevant.

- Social security system consists over 40 basic benefits and it is sometimes impossible for customers to know what they are entitled to.
What are we studying after the experiment?

- Employment
- Income
- Activity in job search
- Social benefit take-up
- Health
- Social trust and participation
- Life satisfaction
- Psychological wellbeing
- Satisfaction with the benefit system
- Attitude to basic income

- Data is collected from registries, by inquiries and interviews.
Basic Income or not – Social security systems must be simplified and renewed
Miriam Toplanska

Policy Officer, DG Employment, Social Affairs and Inclusion, European Commission

#InclusiveActivation
How can the EU support national and local public social services in promoting inclusive activation

Miriam Toplanska
European Commission
DG Employment, Social Affairs and Inclusion
Social Investment Strategy Unit

European Social Network, 5-6 November 2018, Vienna
1. Poverty & social situation in the EU - Member States in brief

2. EU initiatives supporting active inclusion

3. EU funds supporting active inclusion and innovation
1. Poverty & social situation in the EU

Improving employment and social situation
...but remaining relatively high poverty and social exclusion
...significant differences among the Member States

Some of remaining challenges
- In-work poverty
- Long-term unemployment, young people not in education, employment or training (NEET)
- Income inequality
2. EU initiatives supporting active inclusion

- Commission Recommendation on the active inclusion of people excluded from the labour market (2008)
- National Roma Integration Strategies (2012)
- Social Investment Package (2013)
- Council Recommendation on Youth Guarantee (2013)
- New Skills Agenda for Europe (2016)
- The European Pillar of Social Rights (2017)
- Social Fairness Package (2018)
Active inclusion approach
Integrated approach linking 3 strands:

a) Income support
   Adequate income support, recognised an individual’s basic right to resources and social assistance sufficient to lead a life that is compatible with human dignity

b) Inclusive Labour Markets
   Active labour market policies, Access to lifelong learning and skills improvement, One-stop-shops, tailor-made individual support, job search assistance

c) Access to quality and affordable services
   Social assistance services, housing support, childcare, long-term care services, healthcare

The EC Staff Working Document on implementation of the Active Inclusion Recommendation (published in April 2017)
European Pillar of Social Rights

Proclaimed by the European Parliament, the Council and the Commission in 2017

Sets out 20 rights and principles to support fair and well-functioning labour markets and welfare systems

• Equal opportunities and access to the labour market

• Fair working conditions

• Social protection and inclusion
The EU supports the active inclusion approach also through:

1.) European Semester and Country Specific Recommendations

2.) Employment Committee and Social Protection Committee

3.) Mutual learning and Peer reviews

4.) Funding
3. EU funds supporting active inclusion (2014-2020)

- **European Social Fund** (€ 80 billion) is main budgetary instrument for supporting structural reforms and investment, around 25% of ESF (€ 21.2 billion) to social inclusion, combating poverty and discrimination. In addition, to Youth Guarantee and Youth Employment Initiative (€ 8.4 billion)

- **European Regional Development Funds** (€ 21.5 billion) contributes to education, healthcare, childcare, housing and other social infrastructure

- **Fund for European Aid to the Most Deprived** (€ 3.8 billion) provides assistance to most deprived, basic packages including food or clothing etc.

- **Programme for Employment and Social Innovation** (€ 9.2 billion) provides support to social policy innovation programmes and projects
ESF + proposal 2021-2027 (€ 101.2 billion)
General objectives of ESF+

• Support the implementation of the European Pillar of Social Rights

• Support the challenges identified in country-specific recommendations and in the European Semester

• Health strand: ensure a high level of health protection in the Union
Partnerships

Member States to ensure adequate participation of social partners and civil society organisations.

Member States to allocate an appropriate amount of ESF+ resources in each programme for the capacity building of social partners and civil society organisations.
Thank you for your attention.