

# Inclusive Activation

Supporting the social inclusion of people furthest from the labour market

5-6 Nov 2018, Vienna (Austria)

DAY 1 - PLENARIES

#InclusiveActivation

# Session 1

Policies and tools for inclusive activation

#InclusiveActivation

# Herwig Immervoll

Head of Employment-Oriented Social Policies,  
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#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

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[www.oecd.org/social/faces-of-joblessness.htm](http://www.oecd.org/social/faces-of-joblessness.htm)

# Who is “vulnerable” or “disadvantaged”?

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- **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”

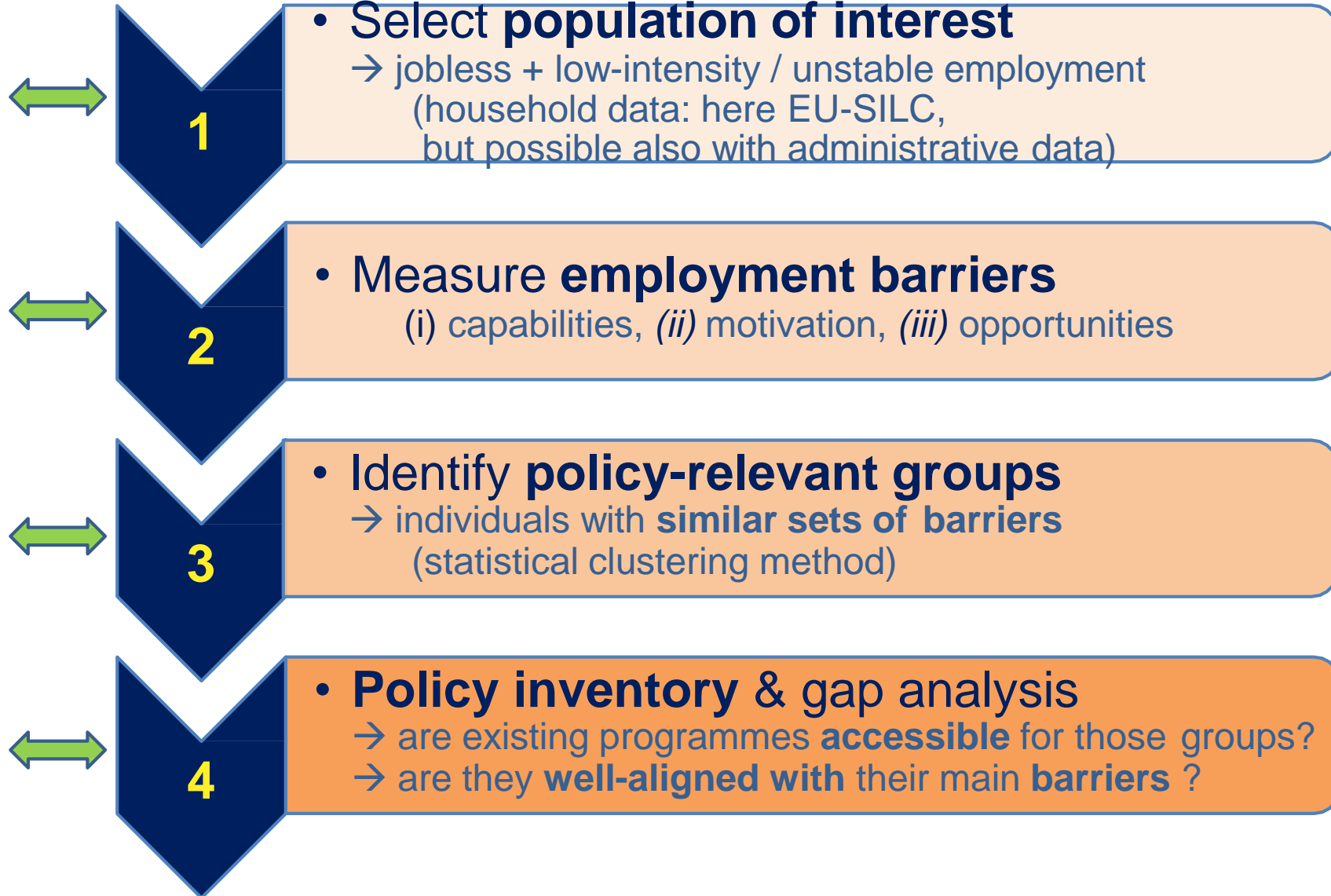




# Filling the gap: Main steps

People-centred, “bottom-up” approach

Country dialogue

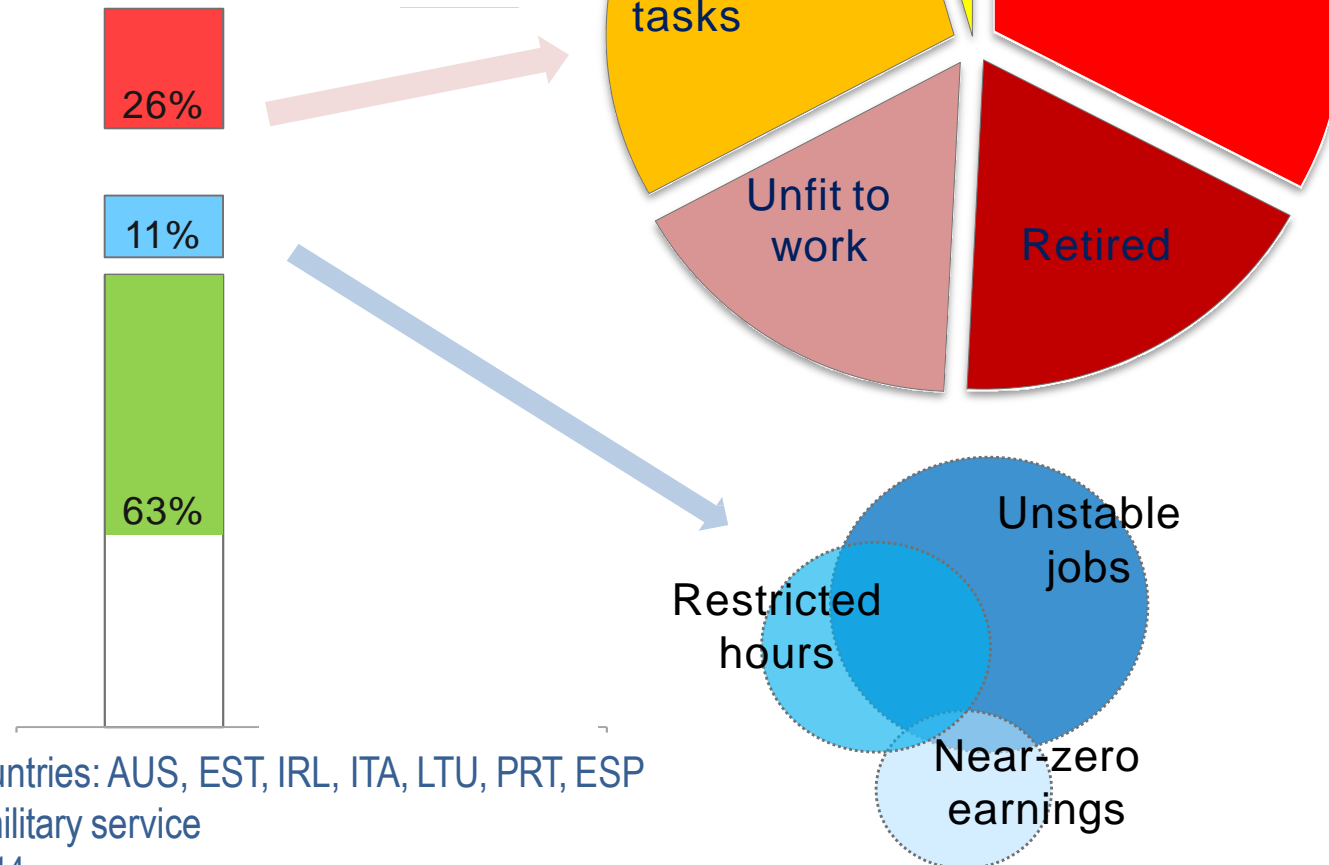






# Who is “furthest from the labour market”?

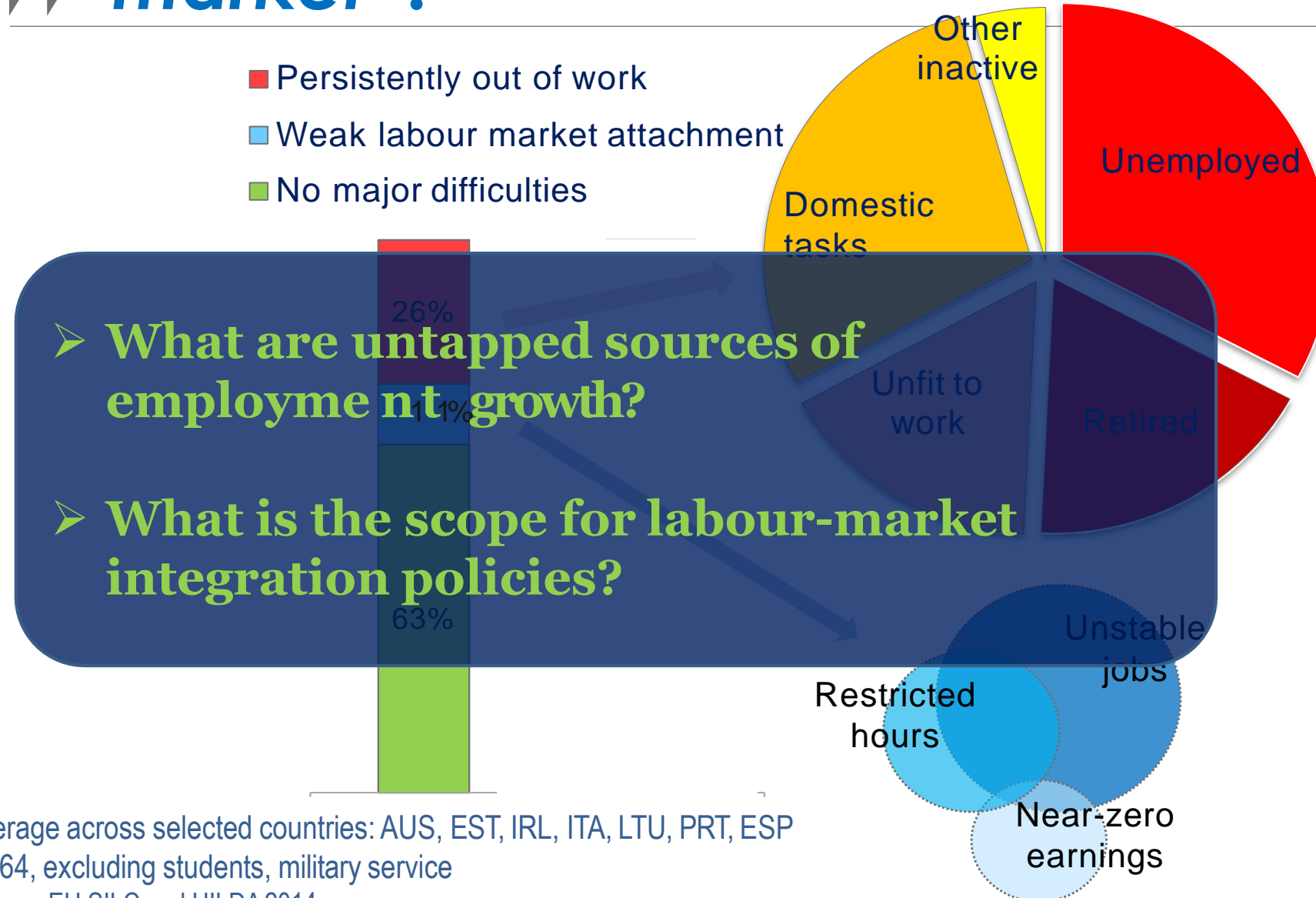
- Persistently out of work
- Weak labour market attachment
- No major difficulties



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”?



Average across selected countries: AUS, EST, IRL, ITA, LTU, PRT, ESP  
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Source: EU SILC and HILDA2014



# 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**

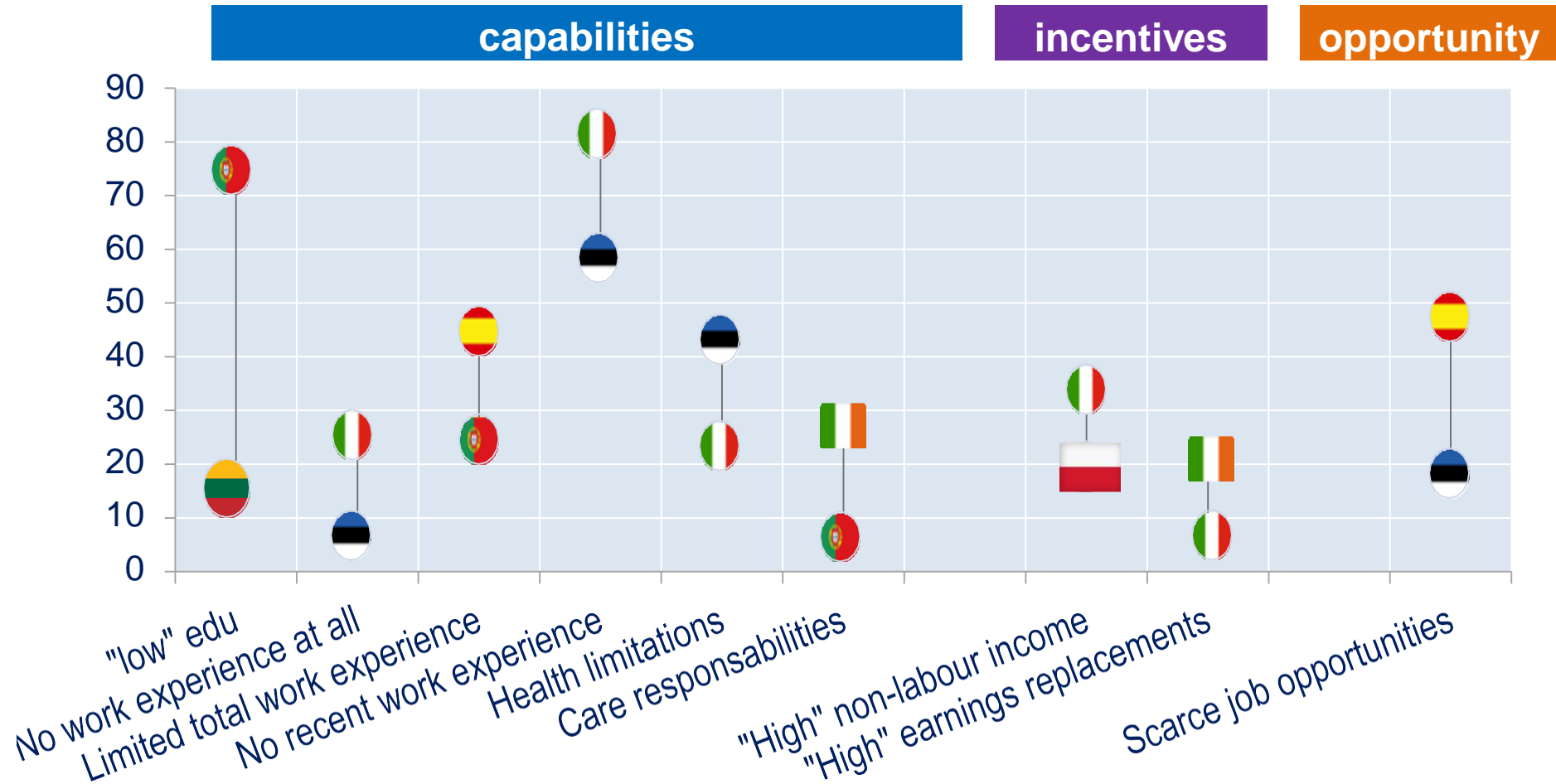
- Cyclical labour-market weakness
- Limited hiring in relevant labour-market segment (eg, region, education)



# Employment barriers

## Incidence across countries

% of individuals with potential labour market difficulties



Sources: Estonia, Ireland, Italy, Lithuania, Portugal, Spain: OECD project "Faces of Joblessness".

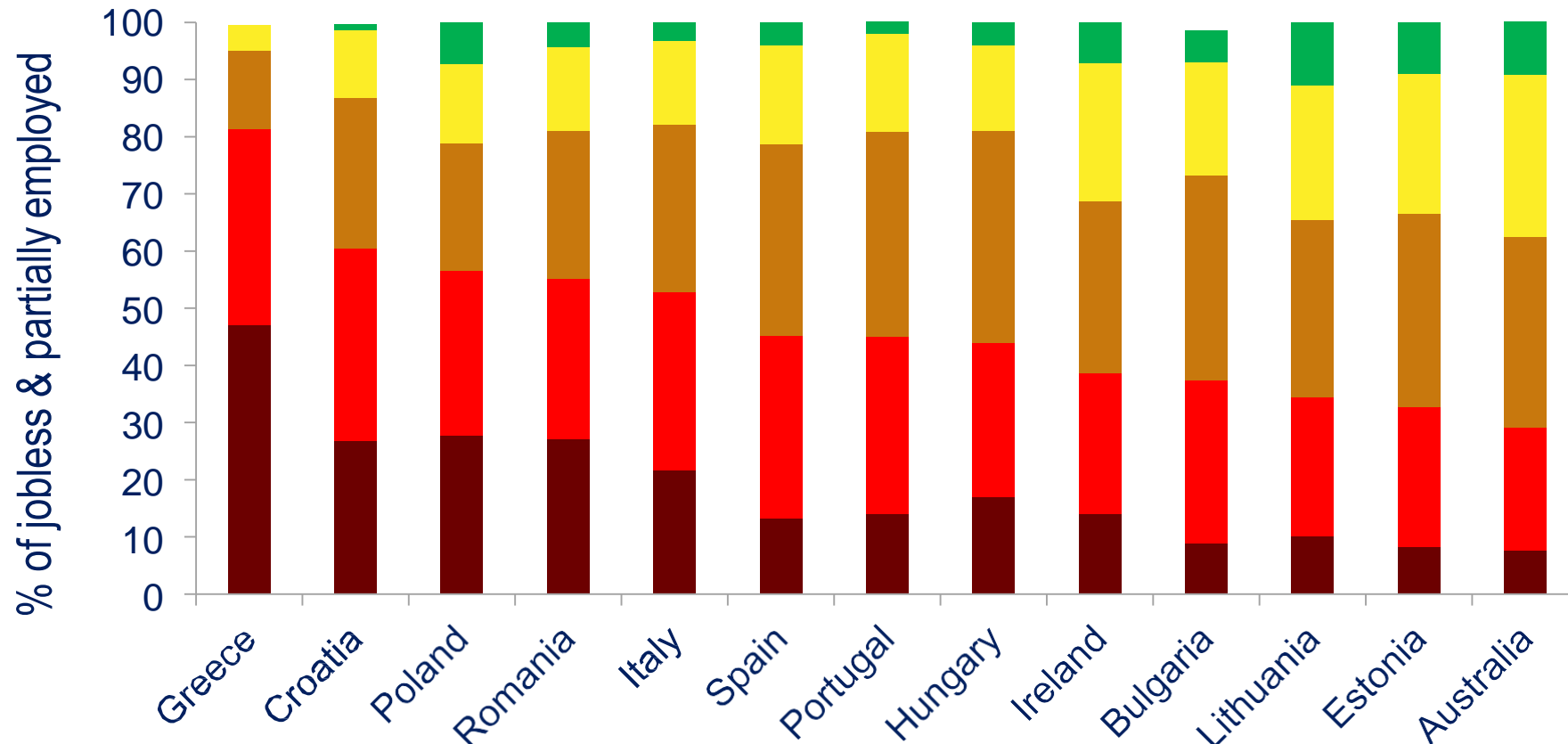
Poland: World Bank project "Portraits of Labor Market Exclusion".

Links to all studies are in final slide.



## Most face multiple barriers

■ 4 or more barriers ■ 3 barriers ■ 2 barriers ■ single barrier ■ No major barrier

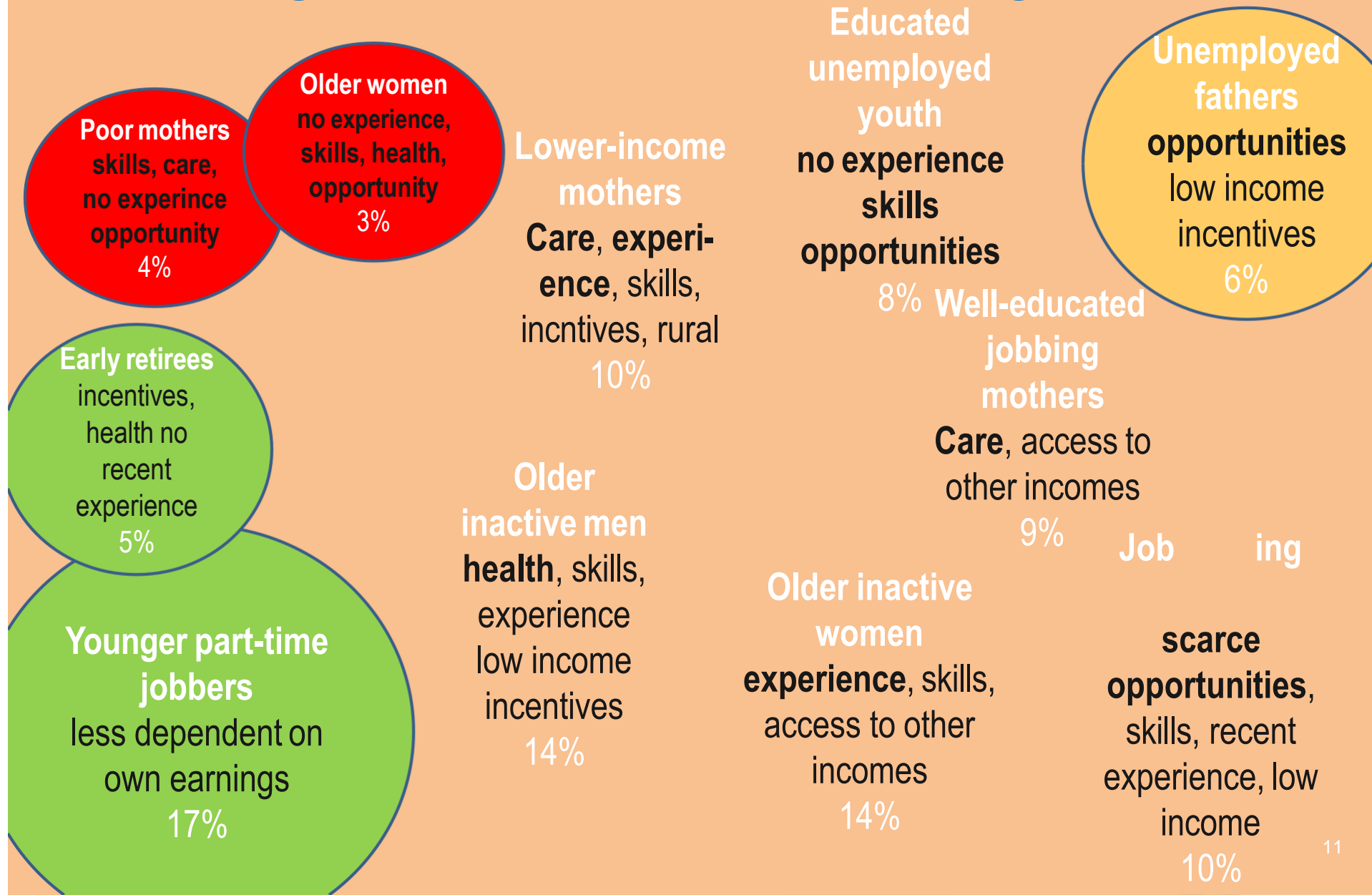


Sources: Australia, Estonia, Ireland, Italy, Lithuania, Portugal, Spain: OECD project "Faces of Joblessness".

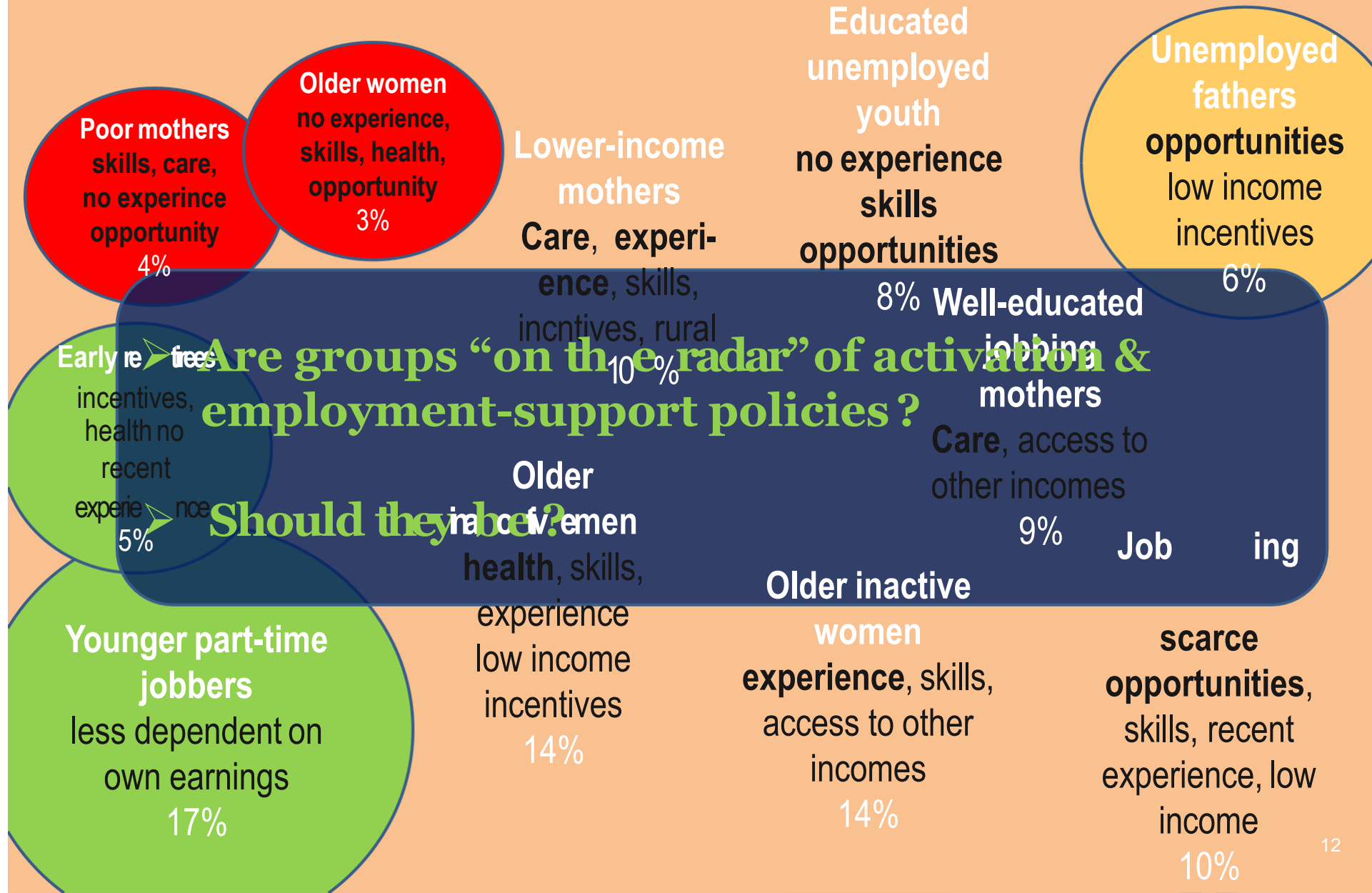
Bulgaria, Croatia, Greece, Hungary, Poland, Romania: World Bank project "Portraits of Labor Market Exclusion".

Links to all studies are in final slide.

# Large number of distinct groups



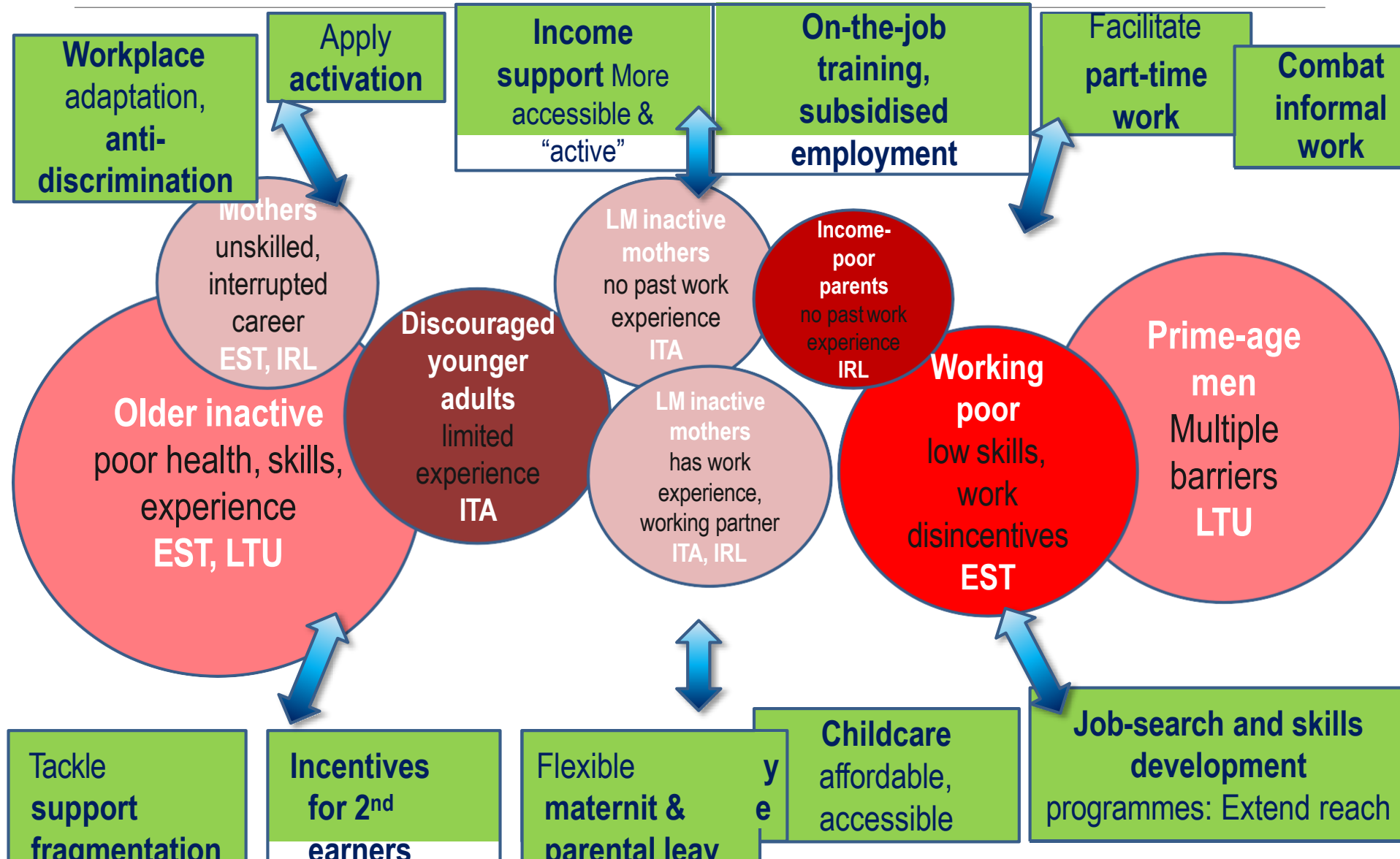
# Large number of distinct groups





# Complex circumstances... and their policy implication

Themes in the policy dialogue

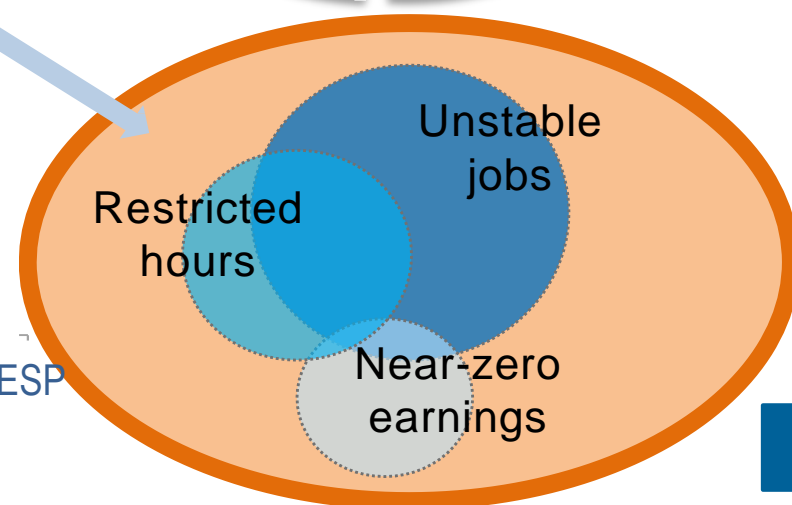
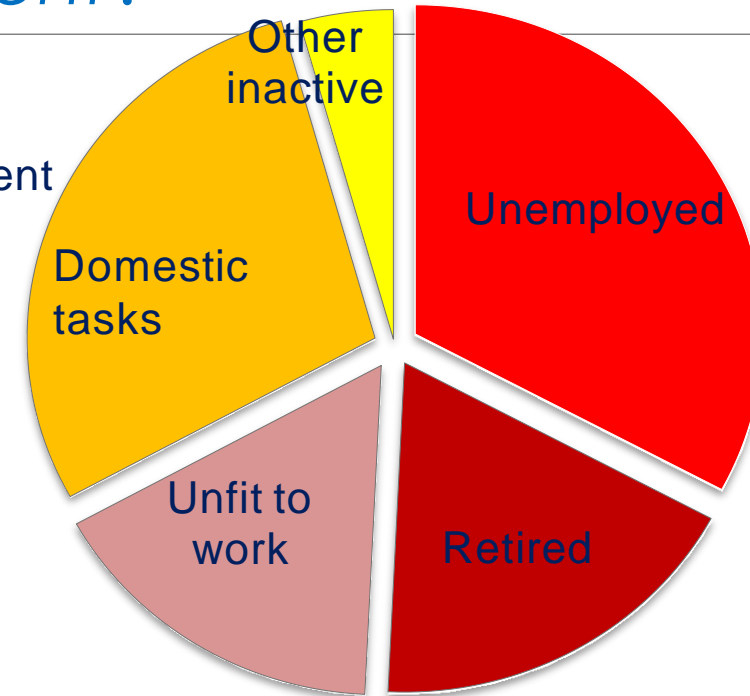
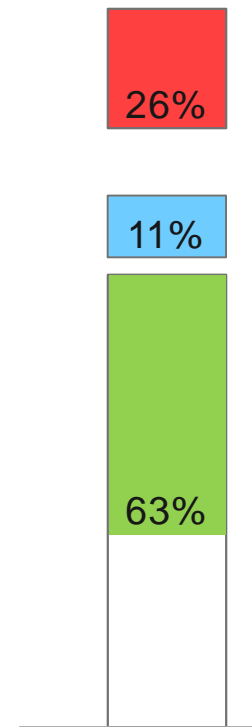






# **“Future of work”:** *An increasing need to support the population with volatile employment?*

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



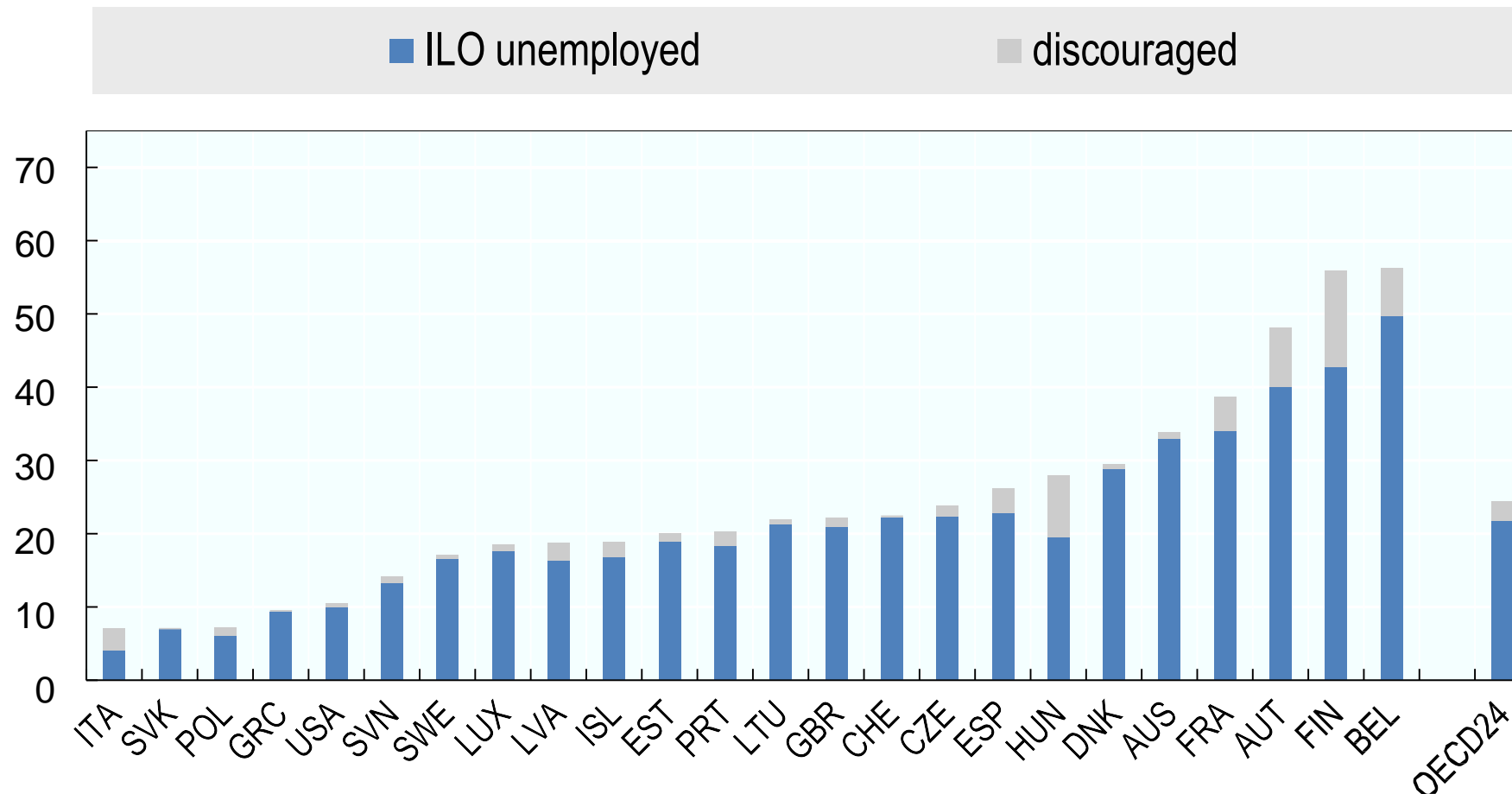
Average across selected countries: AUS, EST, IRL, ITA, LTU, PRT, ESP  
18-64, excluding students, military service  
Source: EU SILC and HILDA2014



## Employment-oriented support is crucial ... but already its reach can be minimal

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

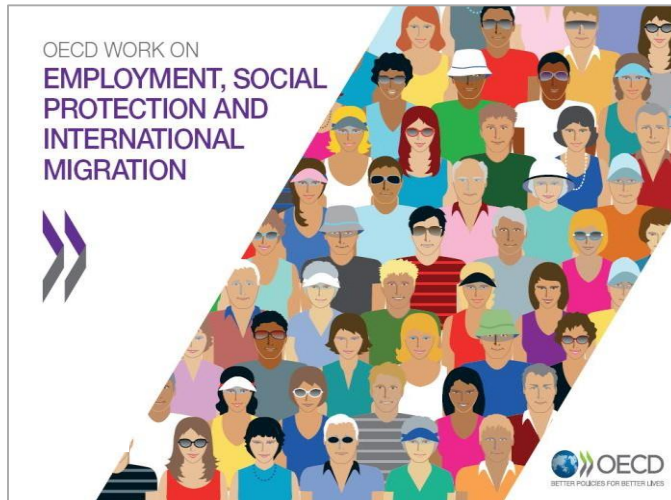
Coverage among 'jobseekers' (unemployed plus discouraged workers)





# *Thank you*

Contact: [Herwig.Immervoll@oecd.org](mailto: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](http://www.oecd.org/social/benefits-and-wages.htm) [Skills and Work](#)

[Investing in Youth](#)

[Ageing and Employment Policy](#) [Displaced Workers](#)

[Mental Health and Work](#)



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# *A joint effort*

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



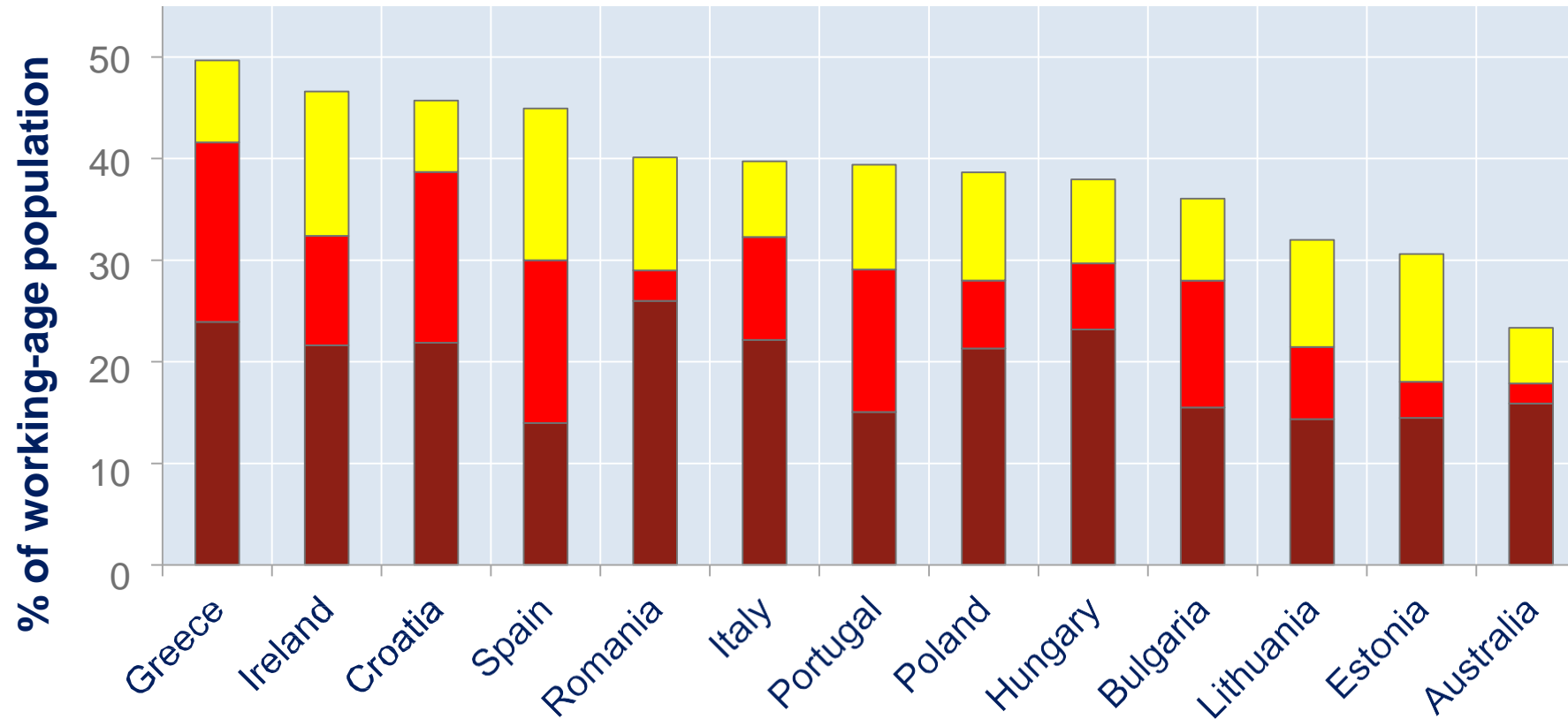
- Unified method and broadly similar process / outputs
- Extensions @OECD:** eg Australia, Finland, France, Ireland, Italy, Lithuania
- Main findings**
  - ✓ employment difficulties **very** different across countries & groups
  - ✓ indicates **different needs for support**, even in demographically similar 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



18-64, excluding students, military service

Source: EU SILC and HILDA 2014



## Gaps in existing information

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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

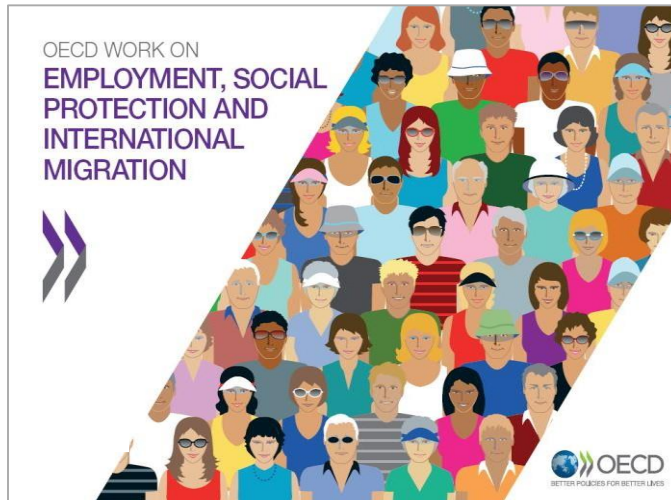
Existing **in-depth** profiling systems designed for needs of specific process / institution (e.g., PES)...

- ⚠ 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](mailto:Herwig.Immervoll@oecd.org)



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[Mental Health and Work](#)



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# Ágota Scharle

Director and Senior Researcher, Budapest Institute, Hungary

## #InclusiveActivation





## Ágota Scharle

# Vienna

5 November 2018

A historical map of Budapest, Hungary, showing the city's layout with various districts and landmarks. The word 'OUTLINE' is overlaid on the map in a large, white, sans-serif font.

# 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

Achievement of objectives	Federal government	Unitary government with strong local autonomy	Unitary government with weak local autonomy
Less successful (in some outcome)	Austria, Switzerland	Denmark, Flanders (Belgium), Norway	Poland, Portugal, Romania
More successful	Germany	Basque Region (Spain), Finland, France, Netherlands, Vienna (Austria)	Ireland, Slovenia, United Kingdom

# POTENTIAL BENEFITS AND SUCCESS FACTORS 1

- **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)



# POTENTIAL BENEFITS AND SUCCESS FACTORS 3

- **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 (?)

# BARRIERS IN THE GOAL SETTING AND DESIGN PHASE

- 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>

**INTEGRATING SERVICES TO SUPPORT THE  
LABOUR MARKET INTEGRATION OF MINIMUM  
INCOME RECIPIENTS**

**PRACTITIONERS' CHECKLIST**



## Results: impact on employment and poverty

	reduced poverty	did not reduce poverty
improved employment outcomes	<b>BC(ES), DE, FI, FR, IE</b>	<b>NL, UK</b>
no evidence of improved employment outcomes	<b>V (AT)</b>	<b>BE, DK, NO, PL, SI, CH, PT</b>

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

EFFICIENCY OF GOVERNMENT	NO/AD-HOC COOPERATION	PARTIAL COOPERATION	INTEGRATED SERVICES
LOWER HALF	(1) BG, CZ, EL, HR, HU, LT, LV, RO, SK (2) IT, PL	(1) <b>SI</b>	
UPPER HALF	(1) (2) CH	(1) CY, EE, IE, IS, LU, MT, PT, SE (2) AT, BE, <b>FR</b> , NL	(1) DK, <b>ES</b> , <b>FI</b> , NO  (2) <b>DE</b>

# Niall O'Higgins

Senior Economist, International Labour Organisation

## #InclusiveActivation



International  
Labour  
Organization

# 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 **N**either in **E**mployment, **E**ducation nor **T**raining
- ✓ 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 (**N**ot in **E**mployment or in **E**ducation and **T**raining)
  - Broadens the focus to include also the inactive – a number of implications
- ✓ In Europe - Youth Guarantee; but also globally
  - SDG indicator (8.b.1)

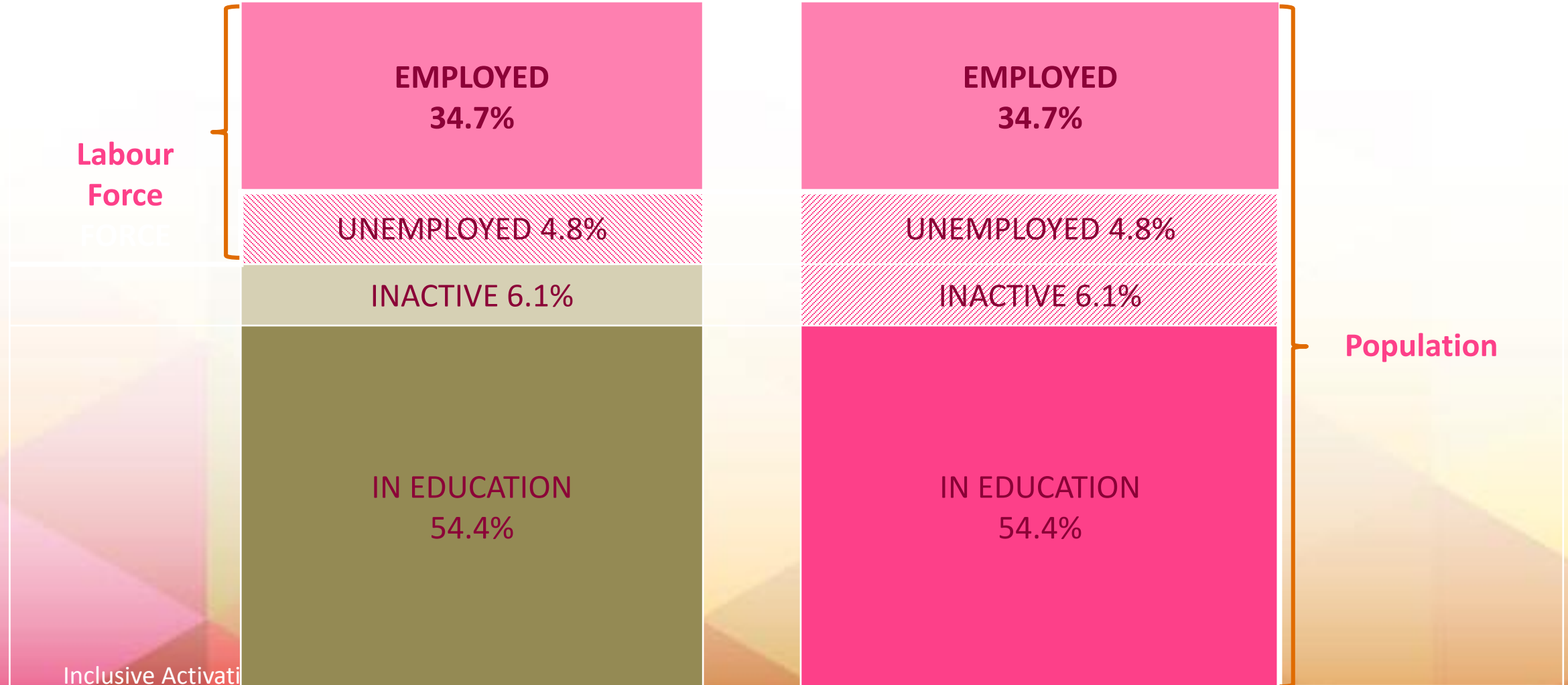


# What does NEET mean?

$$\text{Unemployment rate} = \frac{\text{Unemployed}}{\text{labour force}}$$

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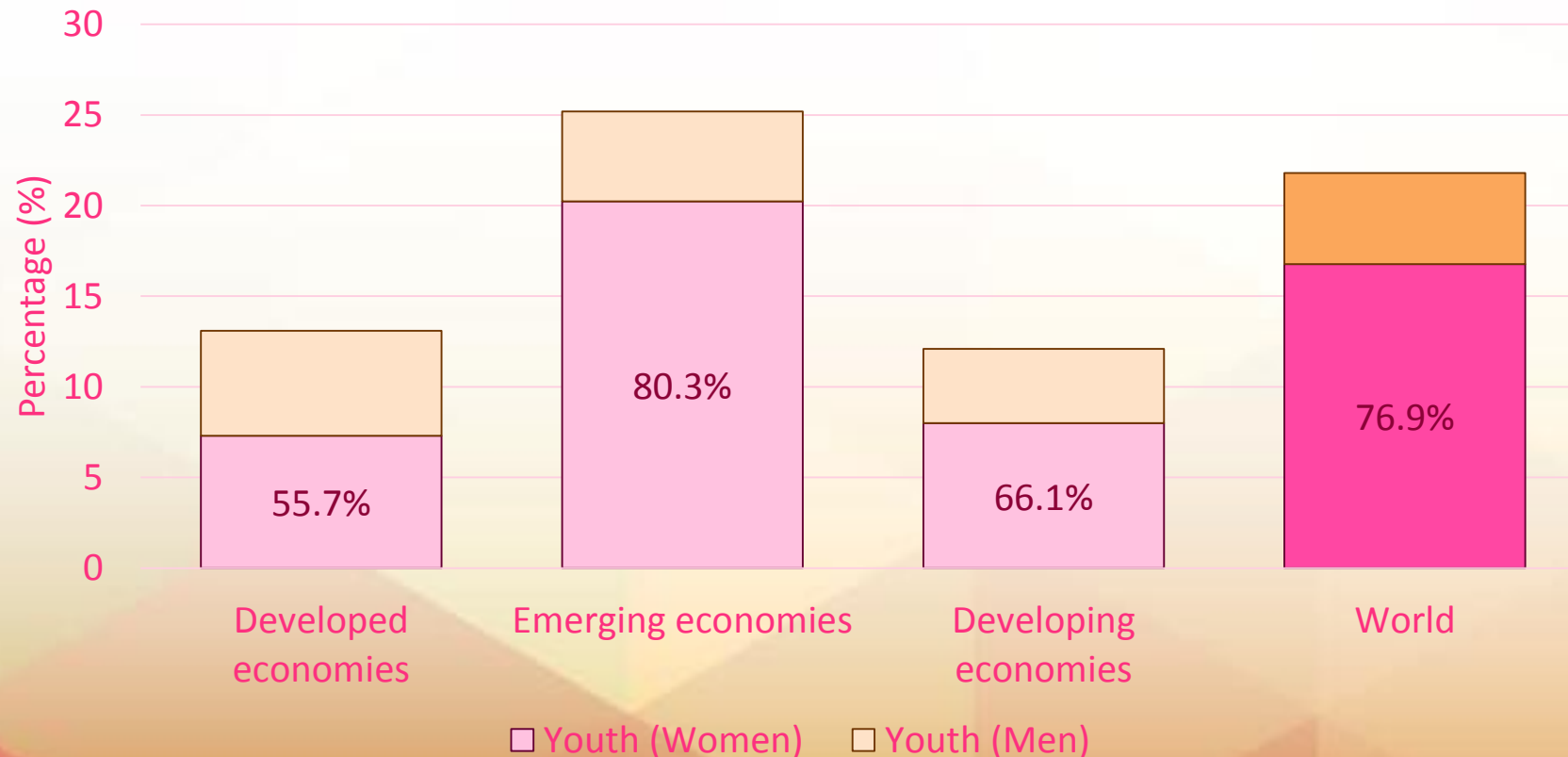
$$\text{NEET rate} = \frac{\text{Unemployed} + \text{Inactive}}{\text{Population}}$$



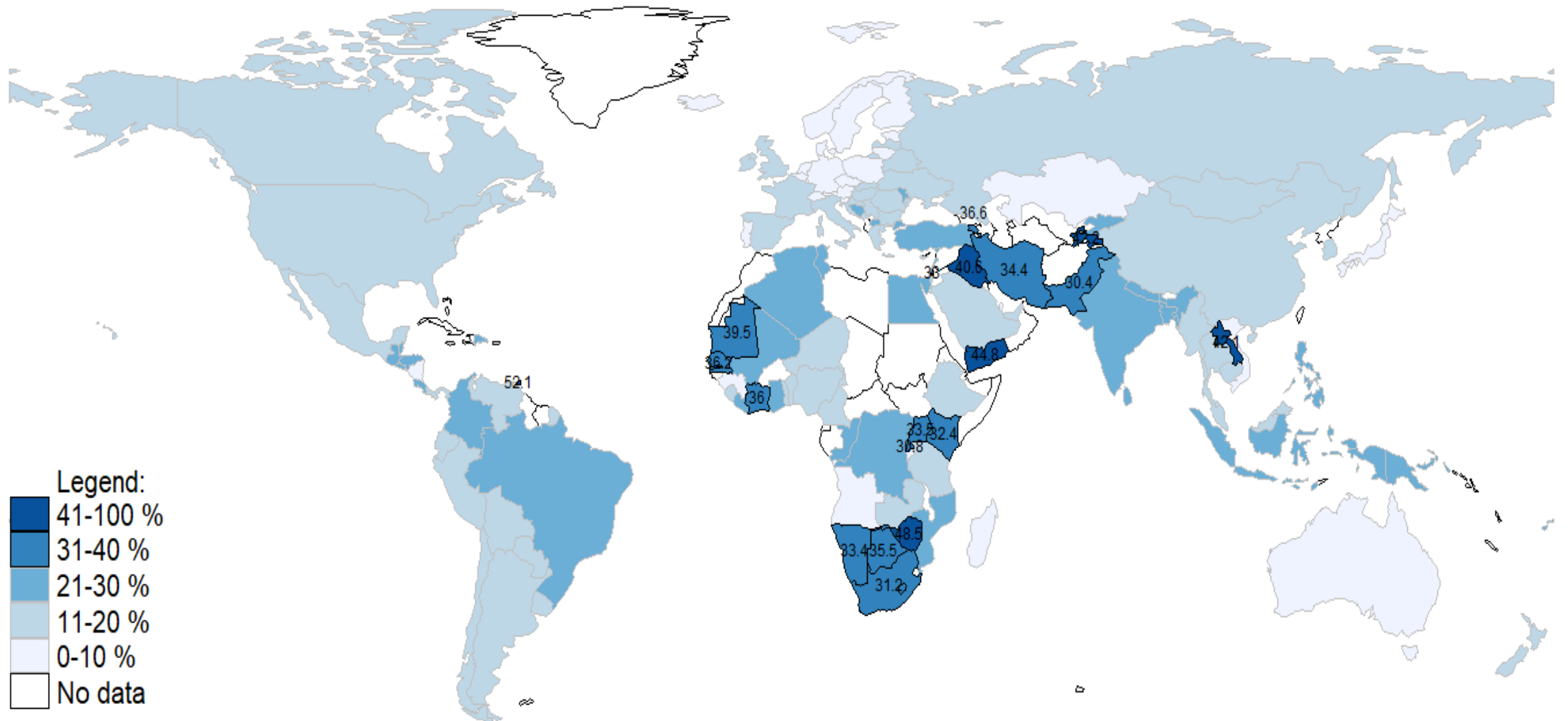
# NEET – predominantly affects young women



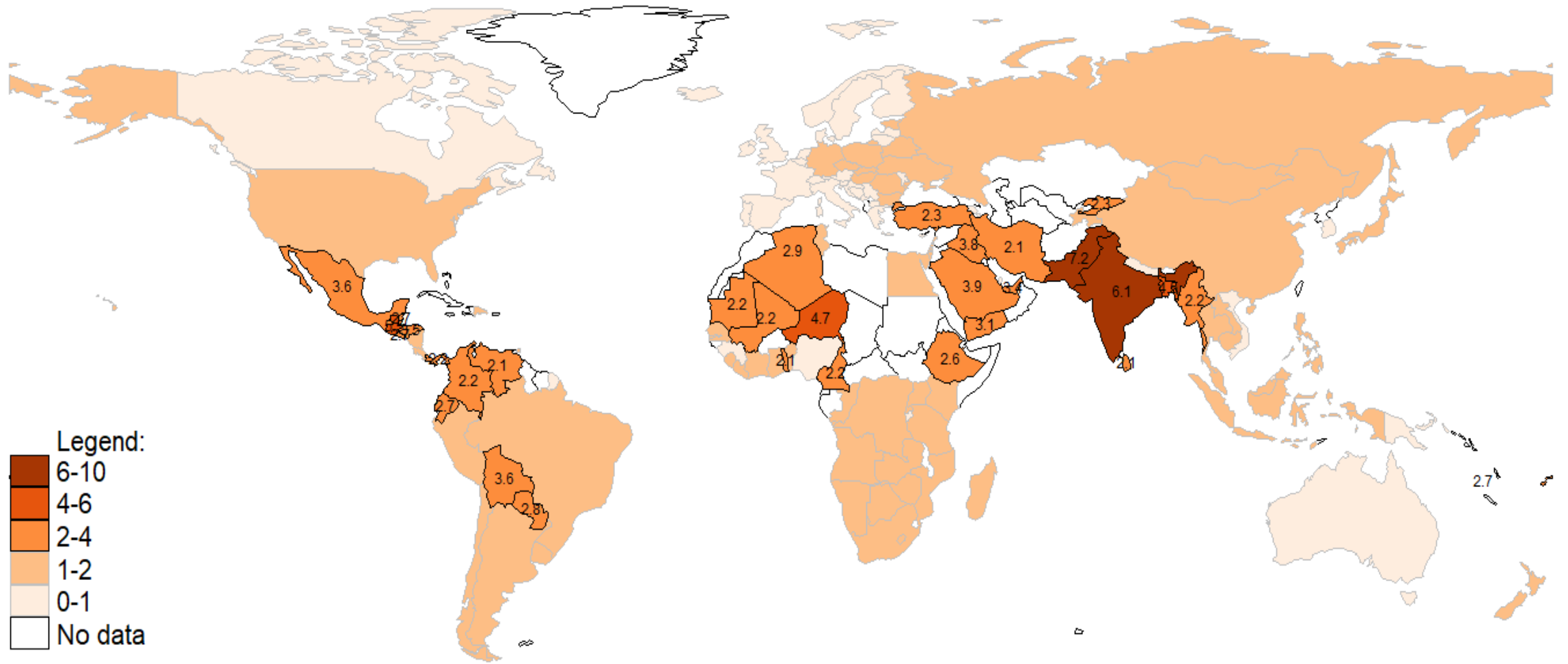
- The proportion of young people neither employment nor in education (NEET) has reached 22% world-wide: three-quarters of young NEETs are women.
- **Women** are disproportionally affected in **emerging (80.3%)** and **developing (66.1%) countries.**



# ► 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:

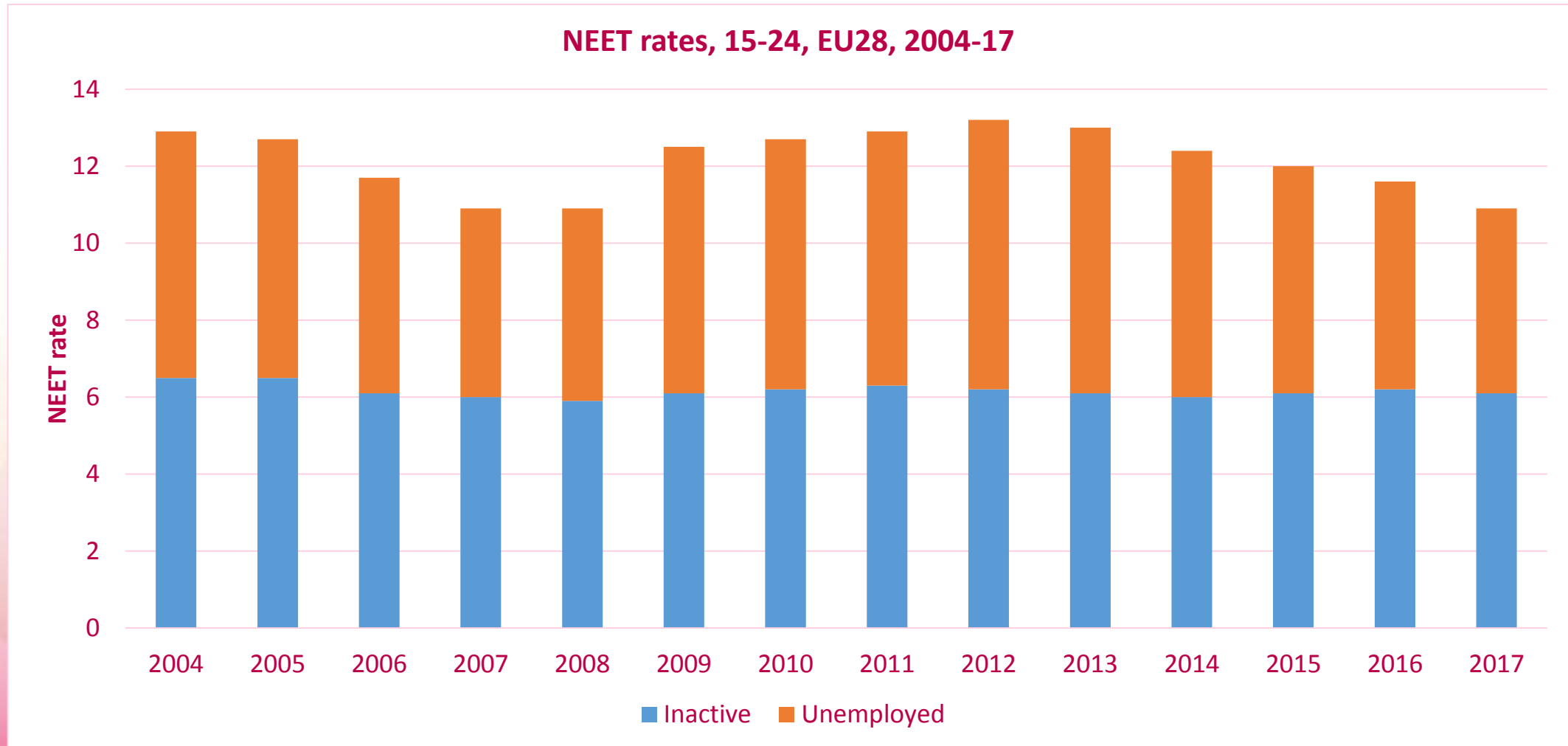
*“ensure that all young people under the age of 25 years receive a **good-quality offer** of employment, continued education, an apprenticeship or a traineeship **within a period of four months** of becoming unemployed or leaving formal education”.*

## ► 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

NEET rates by education, 25-29 year olds, EU28, 2007, 2012, 2017



# Reaching out to the hard to reach: Outreach

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

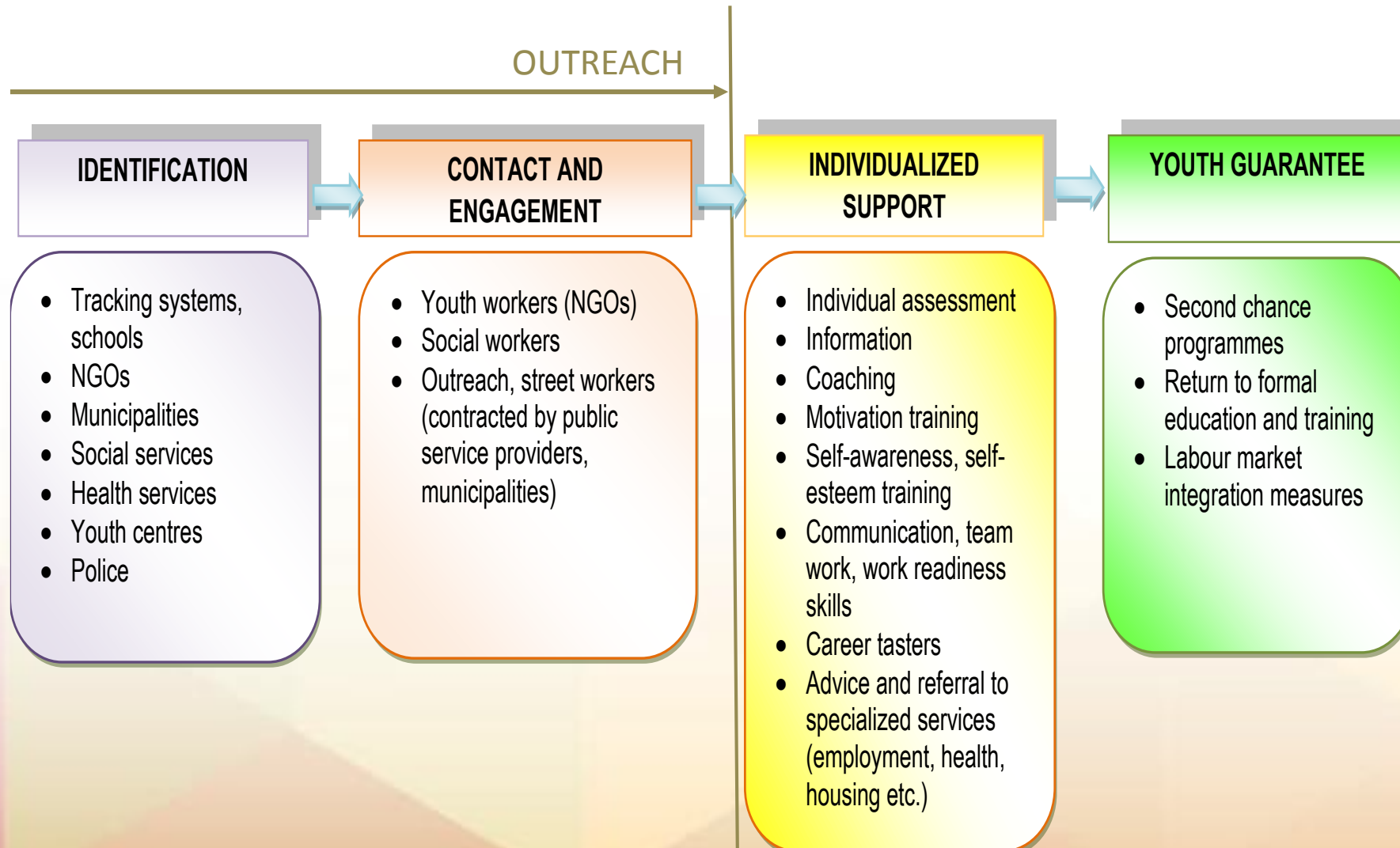
1. identify and contact  
inactive and disengaged  
youth

2. Engage and lead youth  
towards available  
services

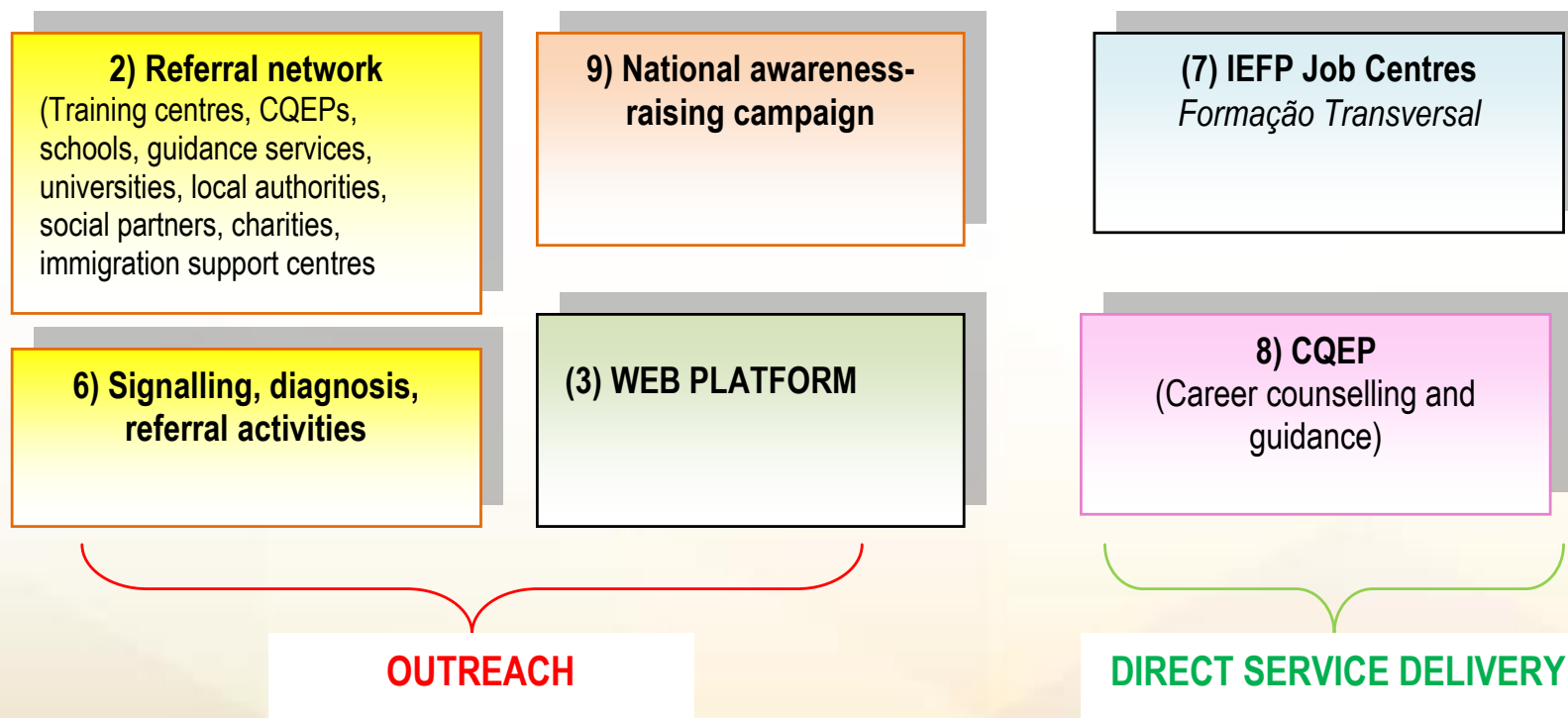
3. Delivery of tailored re-  
integration programmes  
and services

4. Monitoring and  
adjustment

# Elements of an outreach model



# Elements of outreach in the Portuguese YG



# 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





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[facebook.com/youth.ilo](https://facebook.com/youth.ilo)



[@ILOYouth](https://twitter.com/ILOYouth)

# Alessandra Marini

Senior Social Protection Economist, World Bank

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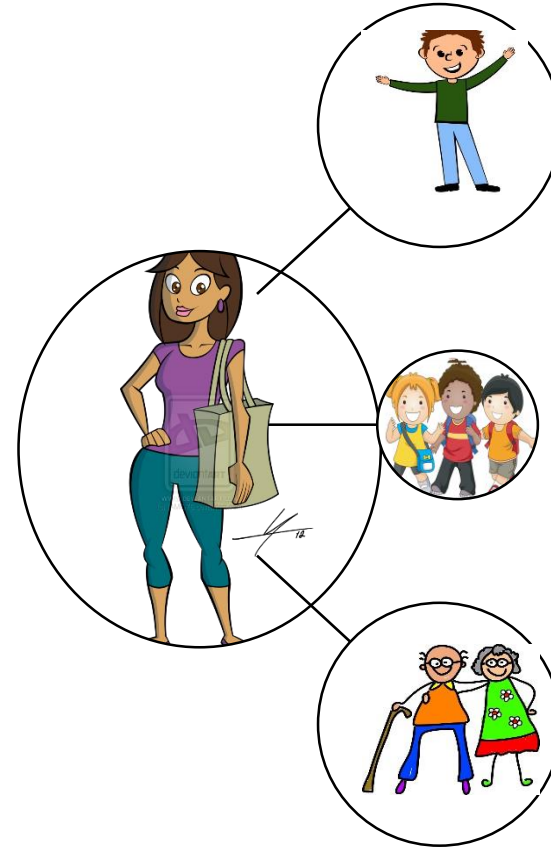
# Tools for Inclusive Activation

*"not everybody is activable right away"...*

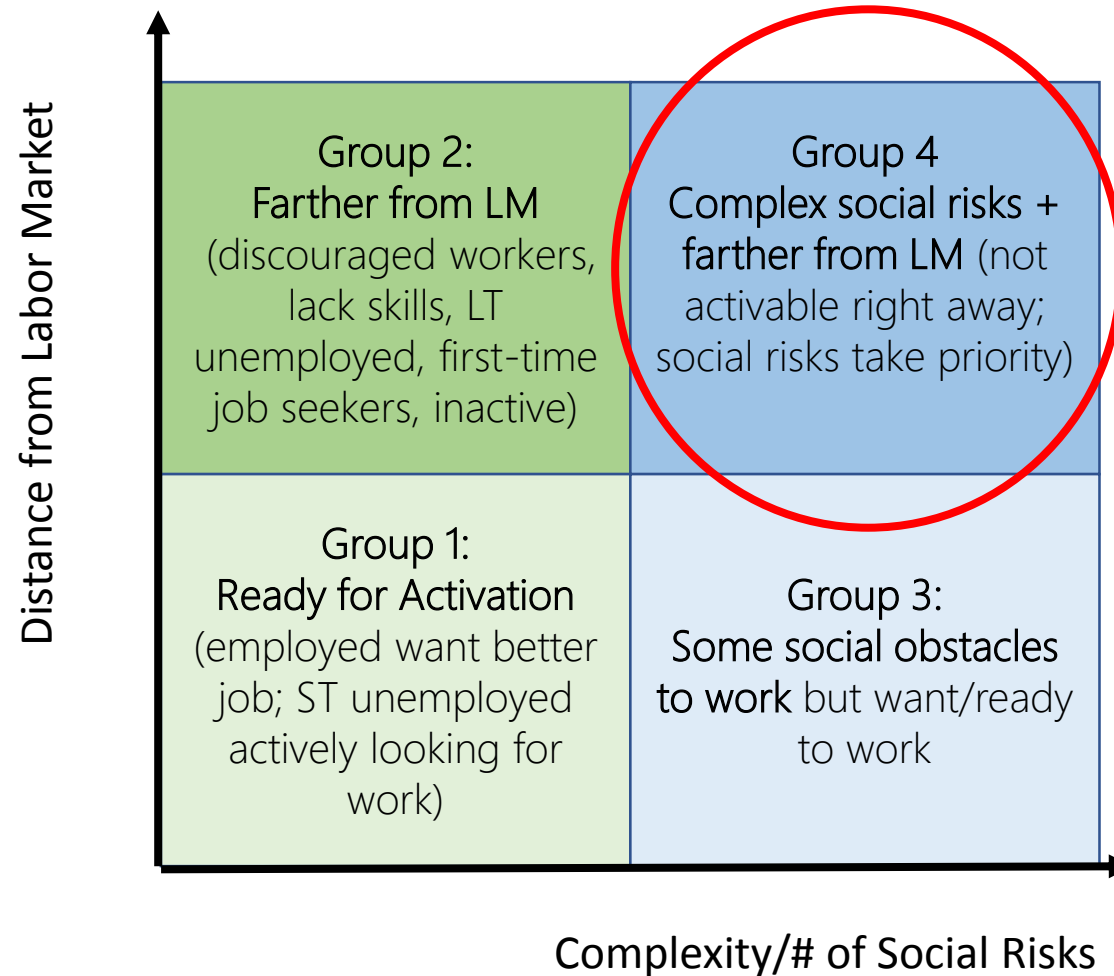
Alessandra Marini  
Vienna, November 5, 2018

# Meet Sofia

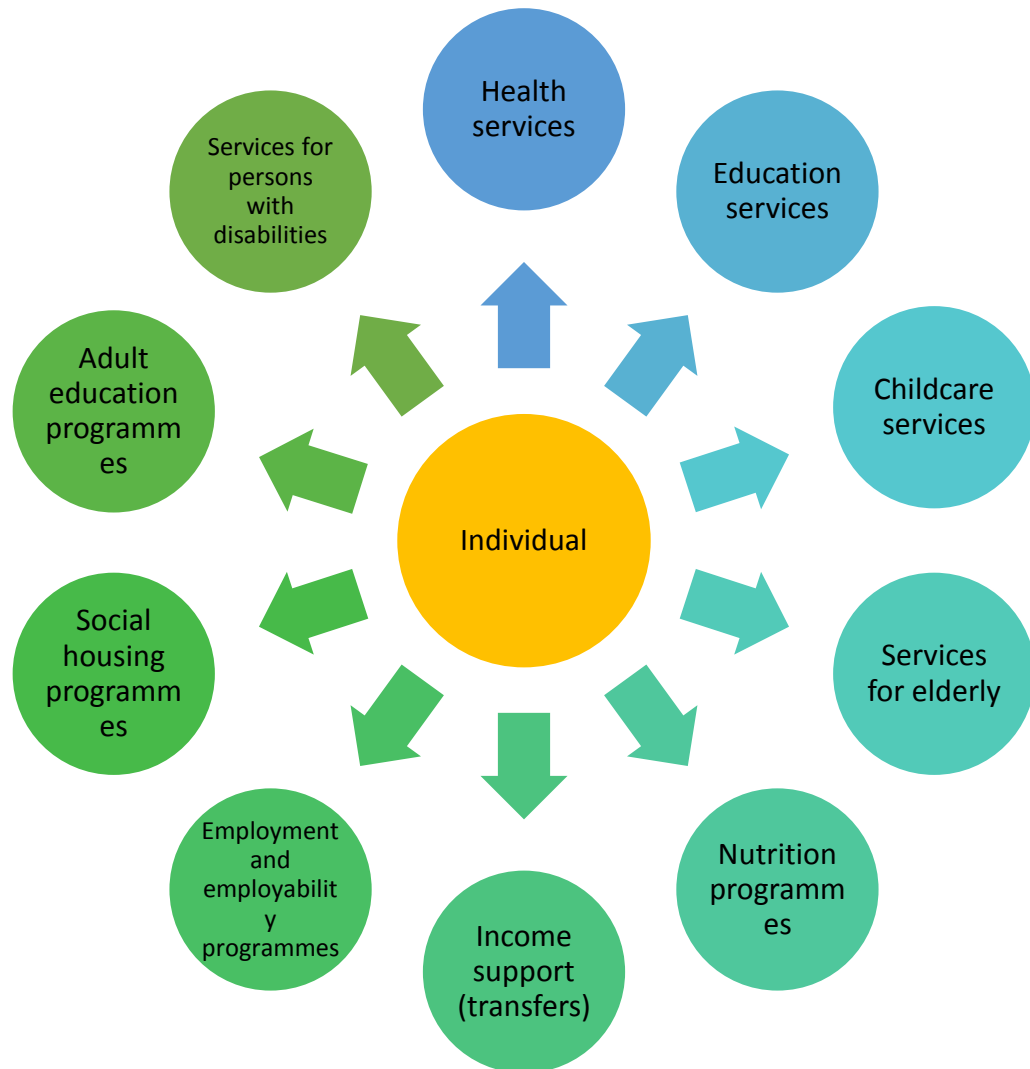
- Sofia is pregnant with her fourth child.
- Two of her three children are under five and she has a first grader who may be autistic.
- She is afraid of her husband, who is an alcoholic and has sporadically used drugs (domestic violence @ home).
- She is not working and worries that if she leaves her 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...

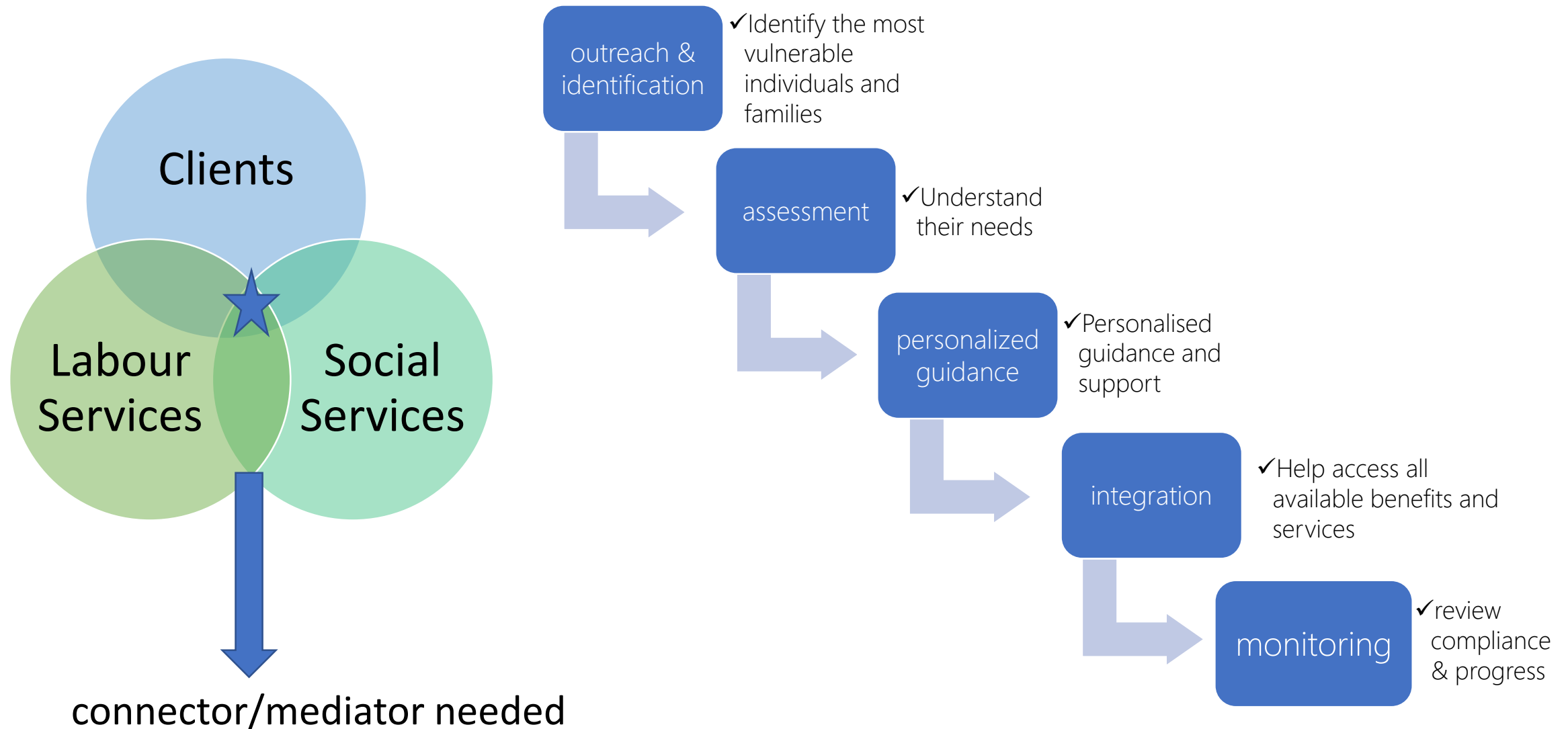


# Benefits and Services: a very difficult system for Sofia



- 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





# 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**)

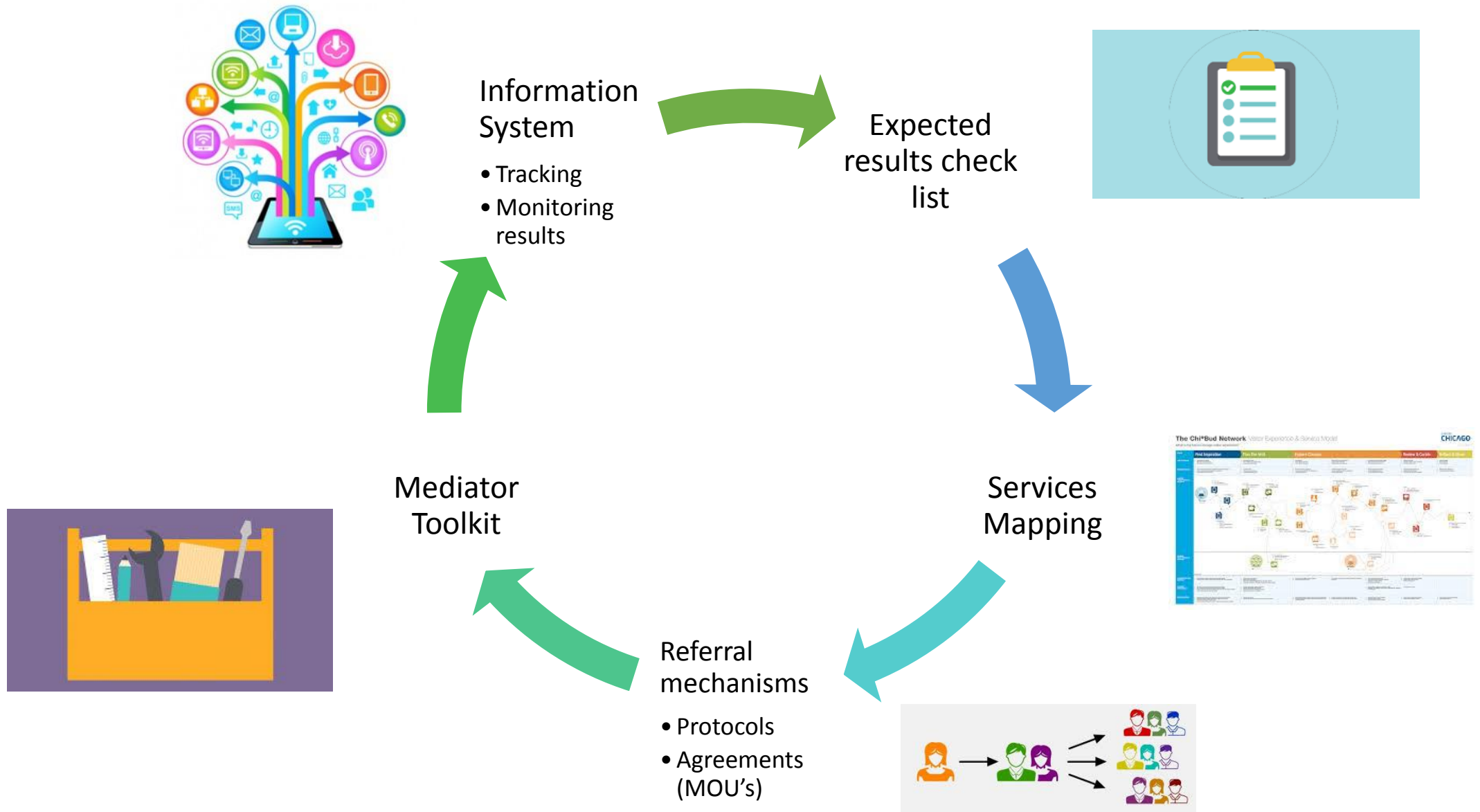


Mechanisms to ensure effectiveness of the providers to meet the beneficiaries' demands (**service standards**).

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

(\*) also linkages model, “opportunity approach”

# Main tools for connecting beneficiaries to services



Rel: Assignment of Cases

Question ID	Name surname	Presentation Date	Fiscal Code	Assign the case manager
10004	Name surname of the person 1	01/10/2018	1000401	not assigned
10005	Name surname of the person 2	01/10/2018	1000501	not assigned
10006	Name surname of the person 3	01/10/2018	1000601	not assigned

Assigning case to social workers

REI Instruments

3.2 Household expenses: over the past 12 months there have been times or periods in which his family had no money for:

- ☐ 1. buy the necessary food
- ☐ 2. clothes he needed
- ☐ 3. ordinary medical expenses
- ☐ 4. extraordinary medical expenses
- ☐ 5. Victims of mistreatment / abuse or "assisted violence"
- ☐ 6. transport costs such as trains, buses, fuel and other expenses for car or motorcycle
- ☐ 7. Rent or mortgage
- ☐ 8. Water, gas and electricity bills and taxes
- ☐ 9. Operating costs and routine household maintenance

3.3 Employment situation of the family: in the core are populated with components of age with

3.5 Home ownership

3.5 b Critical issues in relation to the facility

Evaluate multi dimensional conditions

ation result: B) Attivazione del servizio sociale per progetto semplificato

3.5 b Critical issues in relation to the facility

Automatic evaluation results

Evaluation result: C) Attivazione equipe multidisciplinare per quadro approfondito

ation result: D) Servizio specialistico (es. Centro salute mentale, Servizi dipendenze, etc.) per progettazione specifica

Pre-filled fields (interoperability)

REDDITO D'INCLUSIONE SOCIALE

Pre-assessment

Quadro di Analisi

Services available to support households

REI - My ASP.NET Application

REI Instruments

REI Pre-assessment

Section 1. Family and master component features

Contains descriptive data of the entire household. For benefit recipients subject to ISEE, including also the BOTH and REI, master of the household (name, surname, date and place of birth, social security number and kind) as well as the statement of condition of disability can be extracted from the information system of ISEE. Similarly, information is provided concerning services provided by INPS. During the preliminary analysis the master data will be integrated with the information for each Member of the nucleus of the actual living together in the nucleus, the qualification or professional qualification, employment status and the course of study or Apprenticeship

	Name	DoB	Place of Birth	Tax Code	Gender	Benefits	Disability	Living with household	Educational level	Employment Status	Educational activities
Applicant	Stathis Marinos	01/01/1980	Zakynthos, Greece	0618336058	♂	SIA		<input checked="" type="checkbox"/>	Higher Technical Education - ITS	Fixed - term employment	More
Beneficiary	Anna Maria Ritso	01/01/1998	Rome, Italy	0123456789	♀		Average Disability	<input checked="" type="checkbox"/>	Elementary school	Unemployed	Primary school
Beneficiary	Lucia Ritso	01/09/1945	Rome, Italy	4567890123	♀		Average Disability	<input checked="" type="checkbox"/>	Elementary school	Pensioner	Nursery

Services available to support households

- ☐ Wheelchair Service
- ☐ Socio-educational and Social Service children, adults & families
- ☐ Mental health center
- ☐ Services dependencies
- ☐ Social Service adult criminal
- ☐ Minor criminal welfare service
- ☐ Employment Center
- ☐ Vocational training centres
- ☐ Services for housing
- ☐ Receives support from private nonprofit agency or other body

# Applying lessons learned - Italy REI Case Management System – a prototype

### Τροποποίηση Παραπομπής

Στοιχείο  
για ΚΕΑ

Παραπομπή σε  
Φορέας

Παραπομπή σε  
ΣΥΛΛΟΓΟΣ ΚΑΡΚΙΝΟΓΡΑΦΩΝ ΛΕΣΒΟΥ

Παραπομπή  
16/10/2017 12:29

Ημερομηνία  
16/10/2017

Επιλογή & Επιστροφή

Επιστροφή μιας αναφοράς

Beneficiary  
registry –  
referral to  
services

Κέντρο Κοινωνίας

ΜΙΣΟΓΛΟΥ ΜΑΡΙΑ

Γενικά στοιχεία

Οικογενειακά στοιχεία

Ασφαλιστικά & Εργασιακά Στοιχεία

Οικονομικά Στοιχεία

Στατιστική Κατάσταση

Ειδικές Κατηγορίες

Προγράμματα που συμμετέχει

ΚΕΑ

Με Διεύθυνση

Ενδομνηστικό

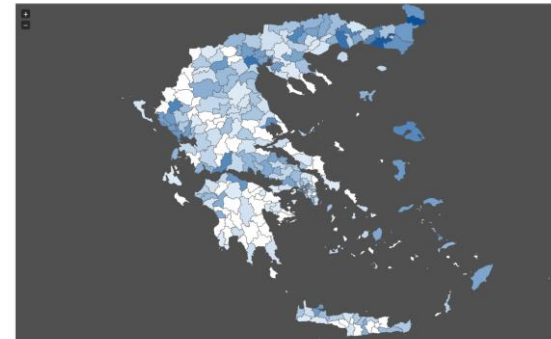
ΕΚΑΖ

Επίλεξε

Συνεδριάζει και παραπομπή (0)

Beneficiary  
record –  
access to  
services

### Ραντεβού Ανά Δήμο Κατοικίας Ωφελούμενου ανά Χρονικό Διάστημα



Mapping  
services –  
statistics

### Αναζήτηση Προγράμματος

Κωδικός  
Κωδικός Προγράμματος (10 ψηφία)

Όνομα  
Όνομα Προγράμματος

Ειδικότητα  
Ειδικότητα

Αναζήτηση

Εμφάνιση 10 αποτελεσμάτων

Αναζήτηση

Κωδικός	Όνομα	Ημερομηνία	Ειδικότητα	Επίπεδο
ΚΕΑ - Κέντρο Κοινωνίας	Κέντρο Κοινωνίας	2/10/2017	Ειδικότητα	Επίπεδο
Σ.Κ.Τ. Δ.Ε.	Συμβουλευτικό Κέντρο Γενικών Δομών Ζακύνθου	4/10/2013	Δήμος	Επίπεδο

Εμφάνιση 1 έως 2 από 2 εγγραφές

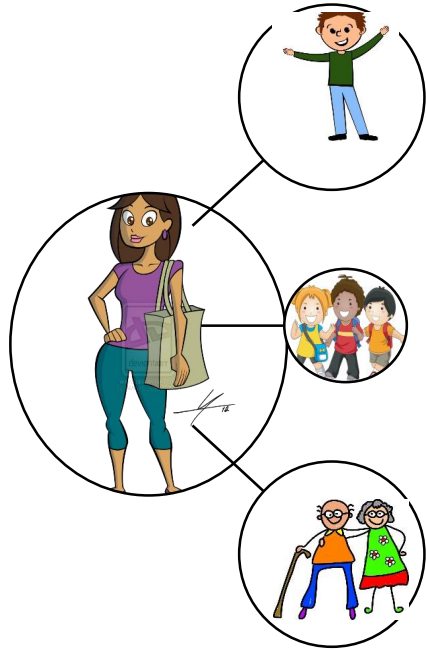
Προηγούμενη

Επόμενη

Greek  
catalogue of  
social  
programs

# Applying lessons learned – Greece Community Centre platform

# Back to Sofia



**Service Integration  
Teaming Approach –  
care coordination, data  
sharing and tracking for  
beneficial impact**

- 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

# 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

## #InclusiveActivation

**AN INCLUSION PLAN  
FOR VULNERABLE PEOPLE  
IN GIPUZKOA: THE ROLE  
OF STRONG  
PUBLIC/PRIVATE  
PARTNERSHIP**

**Elkar-EKIN**

**Etorkizuna Eraikiz**





## 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



**LEADERSHIP AND  
CO-DESIGN**

**CITY  
COUNCILS**

**3<sup>rd</sup>  
SECTOR**



# **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

Gipuzkoako  
Foru Aldundia  
Diputación Foral  
de Gipuzkoa



ORAIN  
GIPUZKOA

Email: [gdiputatua@gipuzkoa.eus](mailto:gdiputatua@gipuzkoa.eus)

# Peter Stanzl

Director of Social Planning, City of Vienna, Austria

#InclusiveActivation



# 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

# START WORKING

## 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](http://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/](http://www.craftjobs.at/)

# Results so far

Period 1.10.2016-31.03.2018	Craft Jobs			Start Working			TOTAL
	Women	Men	Total	Women	Men	Total	
<b>Number of participants</b>	354	1,153	1,507	365	1,049	1,414	<b>2,921</b>
<b>Participation in Info Day</b>	150	490	640	150	451	601	<b>1,241</b>
<b>Participation in preparatory phase</b>	89	264	353	94	286	380	<b>733</b>
<b>Accessed employment</b>	44	131	175	39	156	195	<b>370</b>
<b>Placement in employment</b>	9	50	59	15	41	56	<b>115</b>
<b>Termination by participants</b>	54	138	192	2	3	5	<b>197</b>
<b>Withdrawal for other reasons</b>	15	13	28	59	163	222	<b>250</b>

# 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

## #InclusiveActivation

# *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

**Kela|Fpa**<sup>®</sup>



# 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

# Basic income experiment– Why?

## 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.



# Basic income experiment– Why?

## 3a. Less bureaucracy

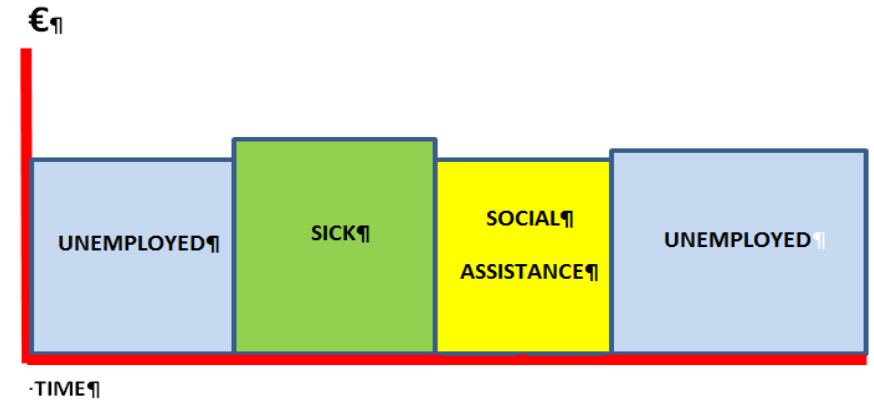
- To calculate the amount of the unemployment benefit, customer needs to supply all the necessary information repeatedly to executor.
  - Application form, pay checks and other clarifications needed to calculate the amount of the benefit.



# 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

Kela|Fpa<sup>®</sup>

# 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)**
- Recommendation on Investing in Children (2013)
- Council Recommendation on Youth Guarantee (2013)
- Council Recommendation on the integration of long-term unemployed (2015)
- 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**

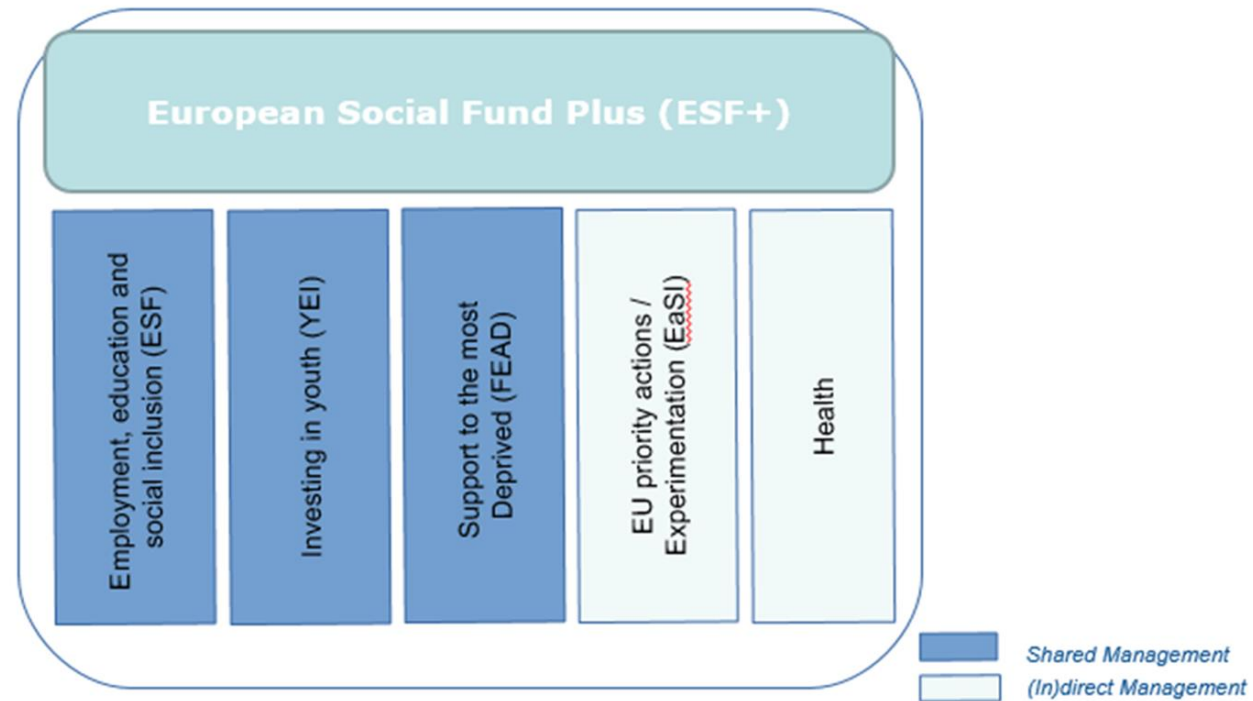
- 1.) European Semester and Country Specific Recommendations**
- 2.) Employment Committee and Social Protection Committee**
- 3.) Mutual learning and Peer reviews**
- 4.) Funding**

### 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.***