



Contributing to an active society

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Outline

- The challenge from globalisation:
Flexibility of labour/employment
- Activating policies, not only active policies: a much wider scope
- Disparities in Europe: justifications
- Common Values
- Instruments
- A role for the European level



Disconnection: the European challenge

- The European challenge: disconnecting
 - => employment [**secure** employment across jobs and transitions over the life-course]
 - => and labour **flexibility** [flexible economic factor]

The flexibility 'nexus'

	« Labour/work »	« Employment »
Economic perspective	<u>Wages and costs must vary</u>	At societal level: variation of employment in the economy: creation and destruction of jobs
Sociological/political perspective	Individual and collective <u>activity is flexible/adaptable</u>	<u>Adaptable contracts,</u> <u>adaptable skills: positions and transitions</u> the « <u>quality full-employment</u> » <u>question</u> + <u>social protection</u>
		=> Activation policies



Active 'Activating' policies

- Not only ALMP: 'aktivering' (Danish); 'welfare-to-work' (British)
- A wider scope: activating society => activating social protection; making it more employment-friendly
- Social protection systems: funding
- Tax systems
- Programmes
- People



Variety is here to stay

- Specific problems exist across all welfare models =>
- they raise questions of social justice:
- Hence the need for new legitimate justifications

Disparities and inherited justifications: examples

- Low employment rate of the young
- High level of disabled/sick in working-age pop.
- Low employment rate for the ageing

« Welfare Model »	Social justice
Continental	Allow the young to invest in education
Nordic/ Liberal	Solidarity with the weakest /Safety net
Continental	Right to retire when old and tired

Changing justifications

« Model »	Social justice (inherited)
Continental	Allow the young to invest in education
Nordic/ Liberal	Solidarity with the weakest /safety net
Continental	Right to retire when old and tired

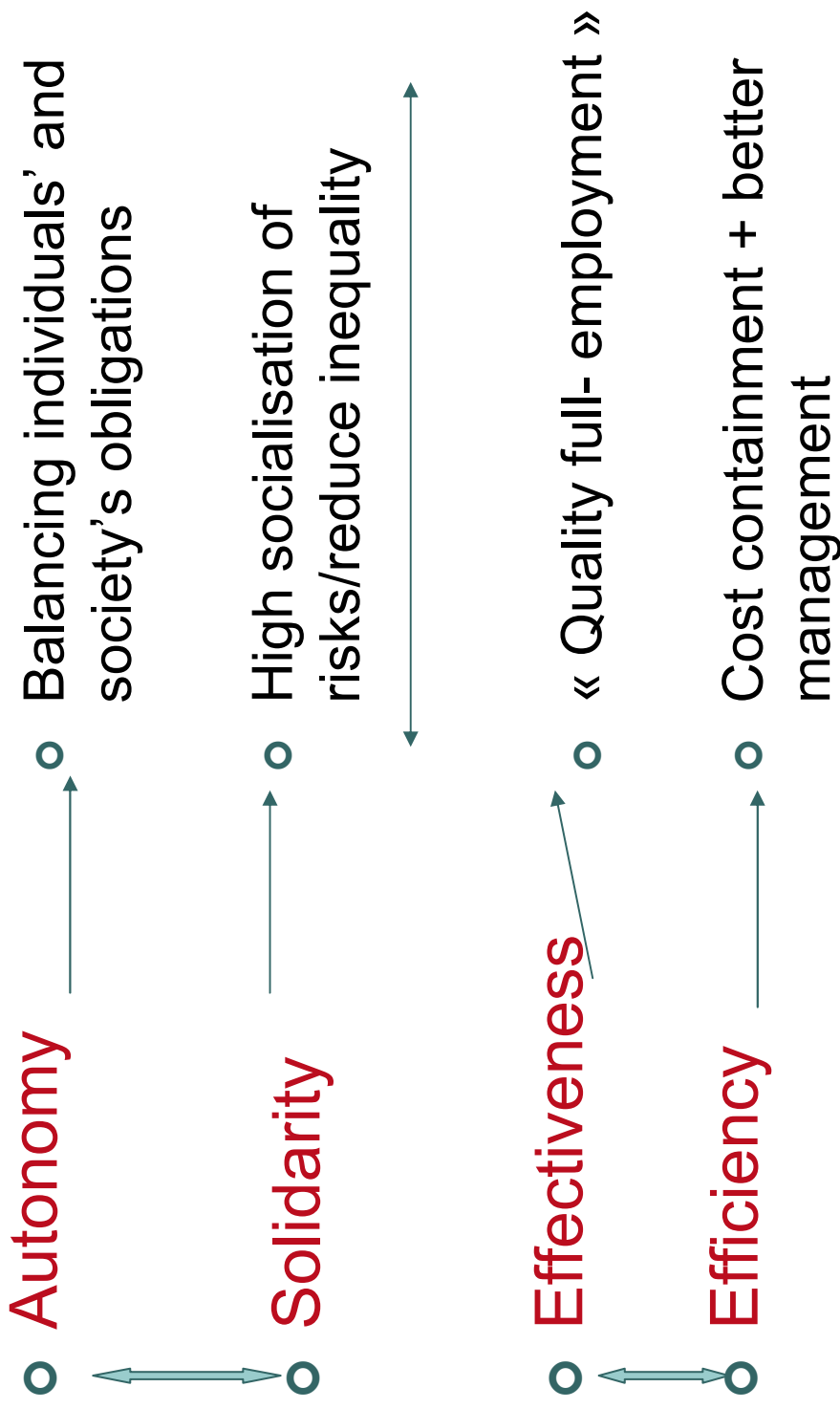


New justification
Activating the young/combine education and jobs
Include more people in some form of rewarding activity [not only on the conventional market]
Prevent exclusion or discrimination for a better, active, life, when one is ageing



Economic and social justice

values [inspired by Günther Schmid]



What reforms? better instruments needed

Assessing instruments against values:

- **Quality services bring more** than benefits alone or tax credits (individual incentives) or demand-side mechanisms (subsidies)
- - **effective universal access**
- - services based on **reciprocal trust**
- - a central role for **training [not only strictly economic skills]**
- - **involving social actors/the state/the private sector**
- **Quality full-employment: an indispensable basis for the credibility of activation reforms**



A role for the European level

- **New political discourse** wanted: not only economic values
- **Promote values:** quality services, universal access, fight unequal access; quality full-employment
- Immigration policy: a basis for combatting populism
- Anti-discrimination policy (diversity)
- **Connecting soft law processes= and hard European law?**

Employment rates' disparity

Year 2004 Source: Employment in Europe, 2005	Employment rate 15-64	« old » 55-64	young 15-24
Poland	51.7	26.2	21.7
Hungary	56.8	31.1	23.6
Estonia	63.0	52.4	27.2
France	63.1	37.3	20.4
The UK	71.6	56.2	55.4
Denmark	75.7	60.3	62.3