

”An Active Society”

- Employment and life chances for all

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2nd December 2005



The non-use of people = neglect

- ◀ **Individually:** loss of income and identity
- ◀ **Work-related:** discrimination and selection processes
- ◀ **Economically:** waste of resources
- ◀ **Socially:** unrest lies ahead

From

Socialization of risks

Collective responsibility

Protection against risks

Equal distribution

Lack of jobs

Towards

Individualization of risks

Individual responsibility

Capacity to adapt to change

Equal opportunities

Lack of employability

The reversal of the order of established causalities in the discourses

Unemployed people
victims of the market



The market is the victim of
unemployment

Flexibility causes
problems in relation
to social protection



Social protection is a
cause of rigidities in the
labour market

OECD: A new design for social policy

The Welfare society

- Governing through society
- The individual a member of society
- A male breadwinner model
- Welfare systems separated from the economy
- Foster equality of status amongst individuals

The Active society

- Self-government
- The individual a rational economic actor
- A model that makes everyone a worker
- Social policy must show an economic account of itself
- “Activating the inactive”

- ➔ **a new activation policy: “make work pay”**
- ➔ **a new definition of workforce: all of us**
- ➔ **a new definition of full employment: facilitating access to work for all**
- ➔ **a new enterprise strategy: flexibilization of the use of labour**
 - ➔ a desocialisation of problems
 - ➔ ignores differences in resources
 - ➔ neglects the demand side

- ❖ **Secure full and productive employment**
by a new policy-mix of general economic policy and active labour market policy (“activation”)
- ❖ **Give people security and “flexi-life” at the same time**
by securing flexibility on the labour market and security (“flexicurity”)
- ❖ **Achieve active citizenship with democratic and just solutions to problems in a more globalized world**
by improving social and civil dialogues, educating people and creating job and life chances for all

Forms of activation systems

Approach	Principal system of social integration	Active mechanisms	Role of passive support
Minimal state	Labour market and family	Competition/ wages/incentives family responsibilities	Negative work incentives, and help for the poor only
Paternalistic	Labour market participation	Paternalistic help and strong sanctions	Measures in cash depending on complying with rules and advice
Public security	Income security through public support	(Unconditioned) basic income	Diagnostic assessment of basic needs
Activation of social protection	Active participation in activation and educational systems	Activation measures and supportive policies	Positive incentives and public supply of offers

Job protection

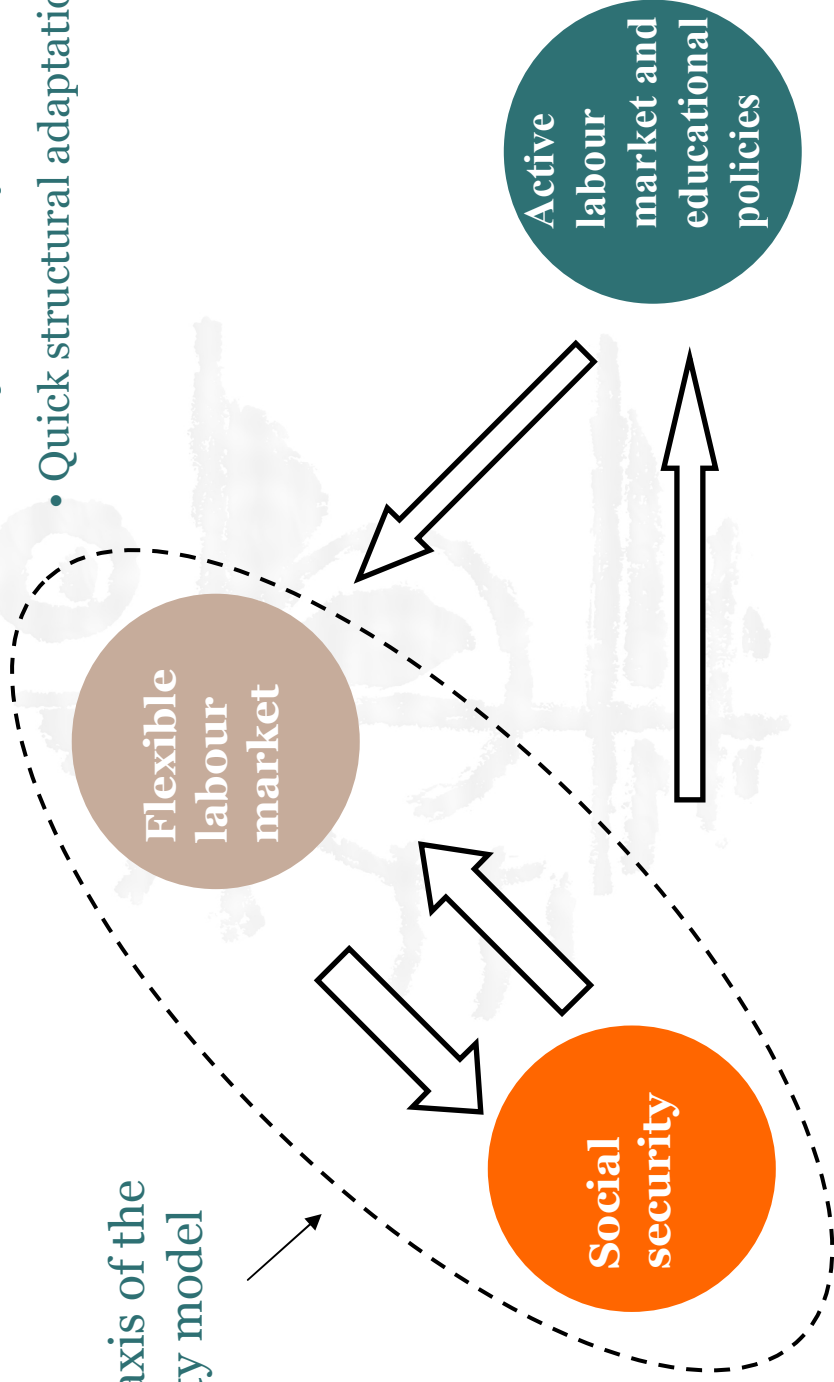
	Low	High
Low	UK USA	Italy
High	Denmark	Germany France

Social protection

The Danish flexicurity model

- Strong rotation between jobs
- Low job security
- Quick structural adaptation

Primary axis of the Flexicurity model



Employment security

- Income security
- High perceived job security

Employment rate 2003 (percentage)

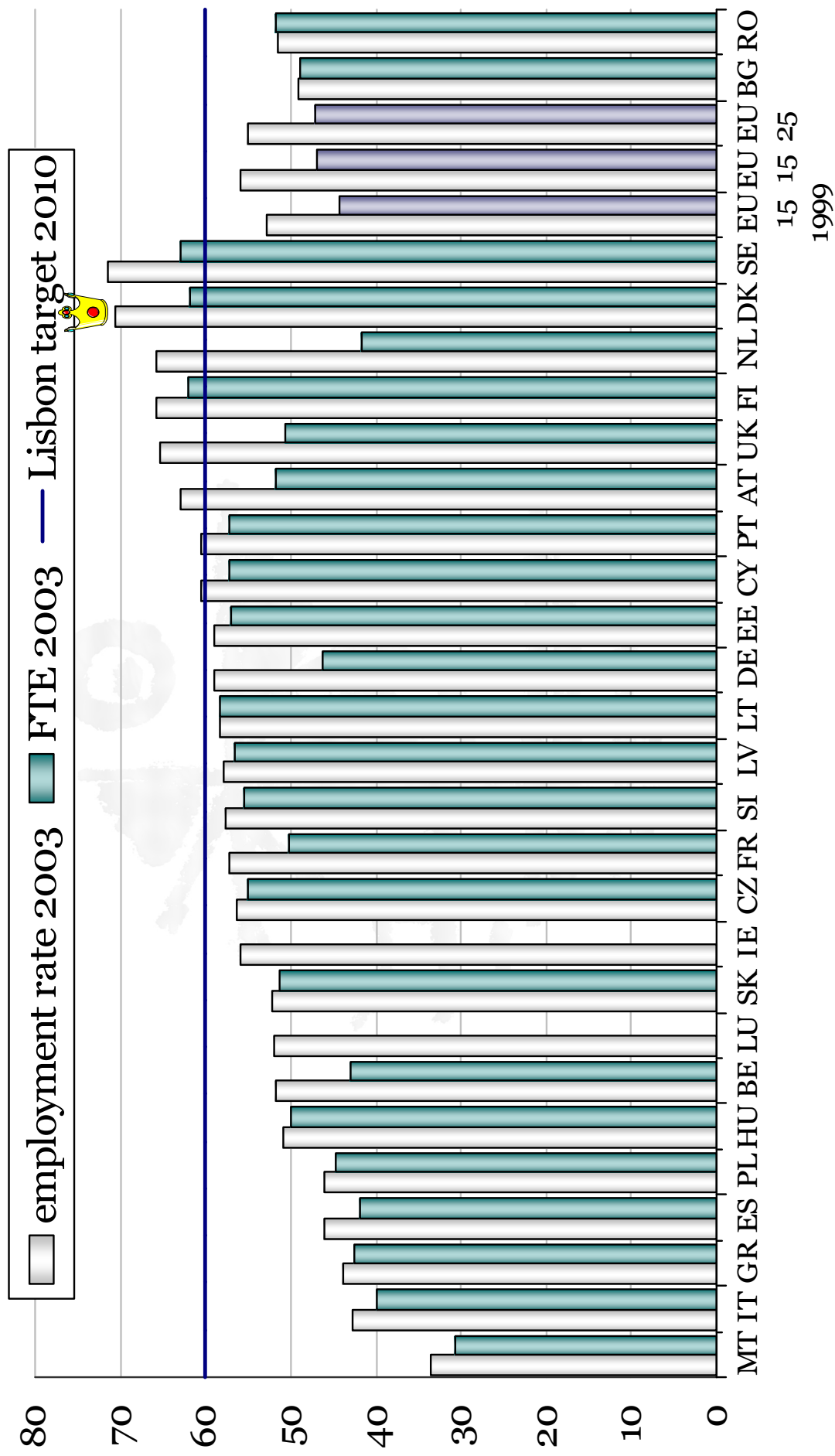


Source: OECD: Employment Outlook 2004

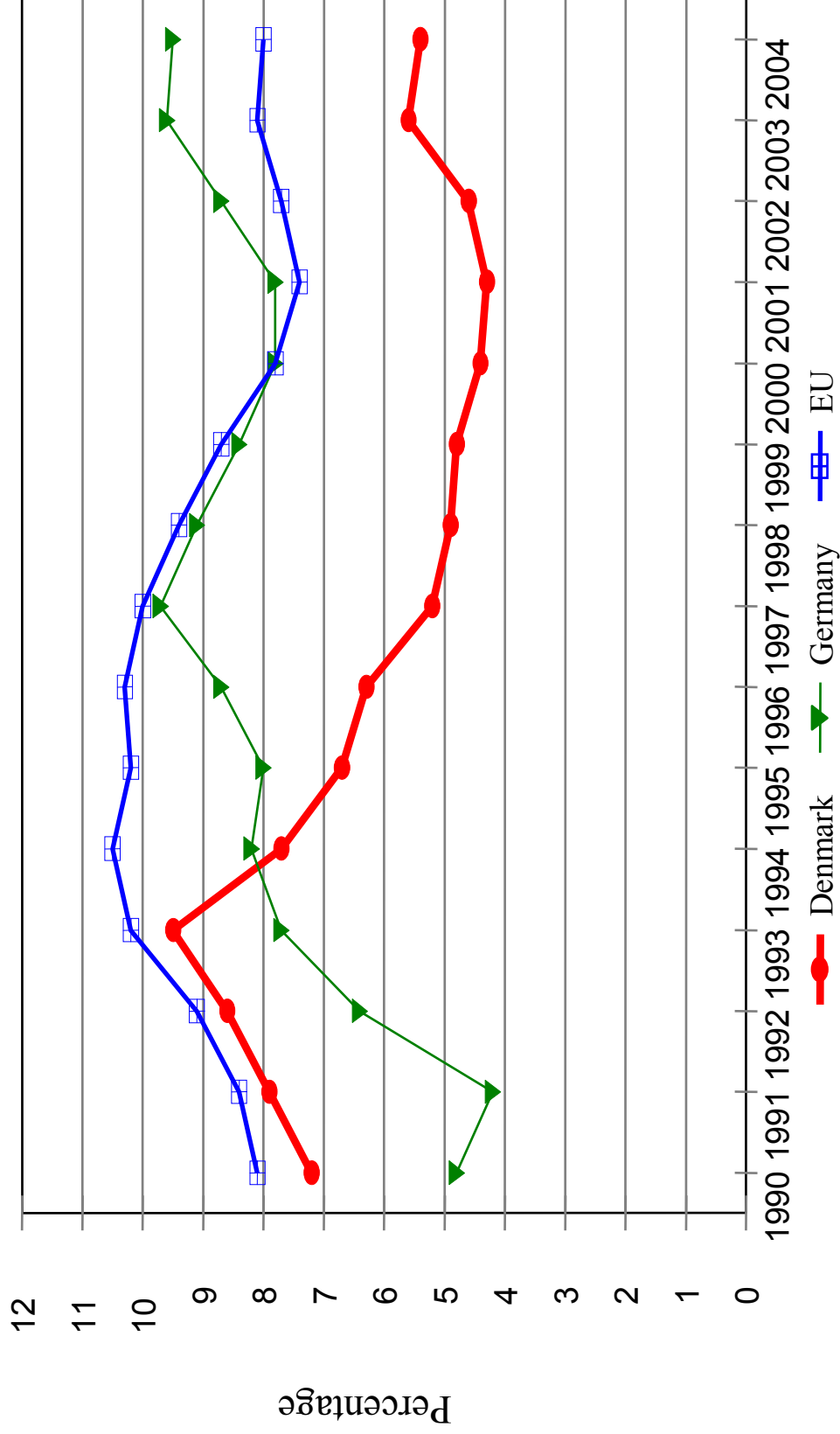
Employment rates, women, 2003 (% , aged 15-64)



ETUI
REHS



Data source: Eurostat (2004d)

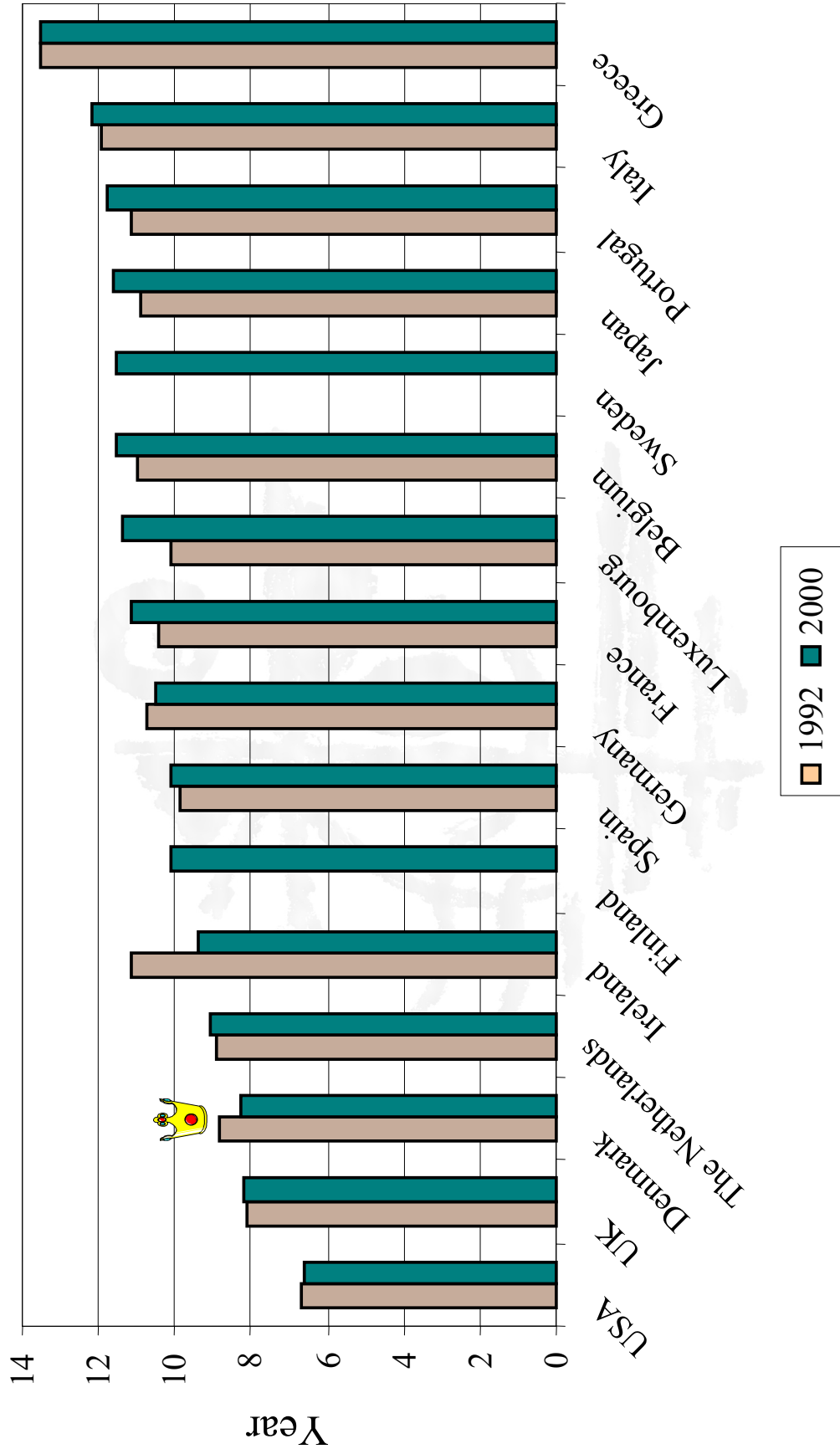


Source: Eurostat

	<i>Number of jobs/ employment</i>	<i>Number of jobs/ employment</i>
<i>Job turnover</i>		
Job creation	285.000	12,1
Job destruction	266.000	11,4
<i>Shift of employment</i>		
New jobs	736.000	30,8
Dismissals	714.000	30,2
Number of wage earners	2379.000	

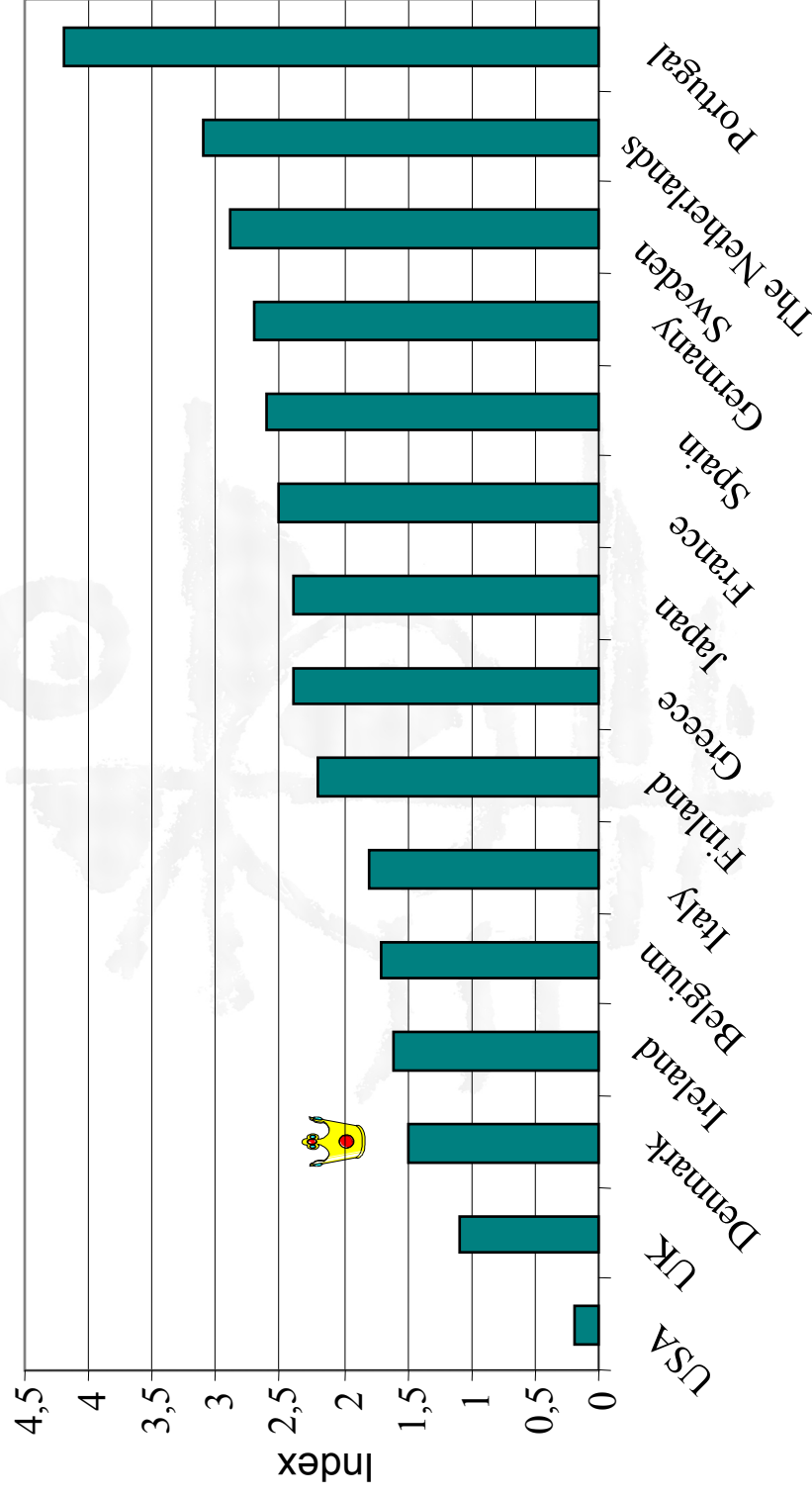
Source: AErådet on behalf of IDA

Average tenure



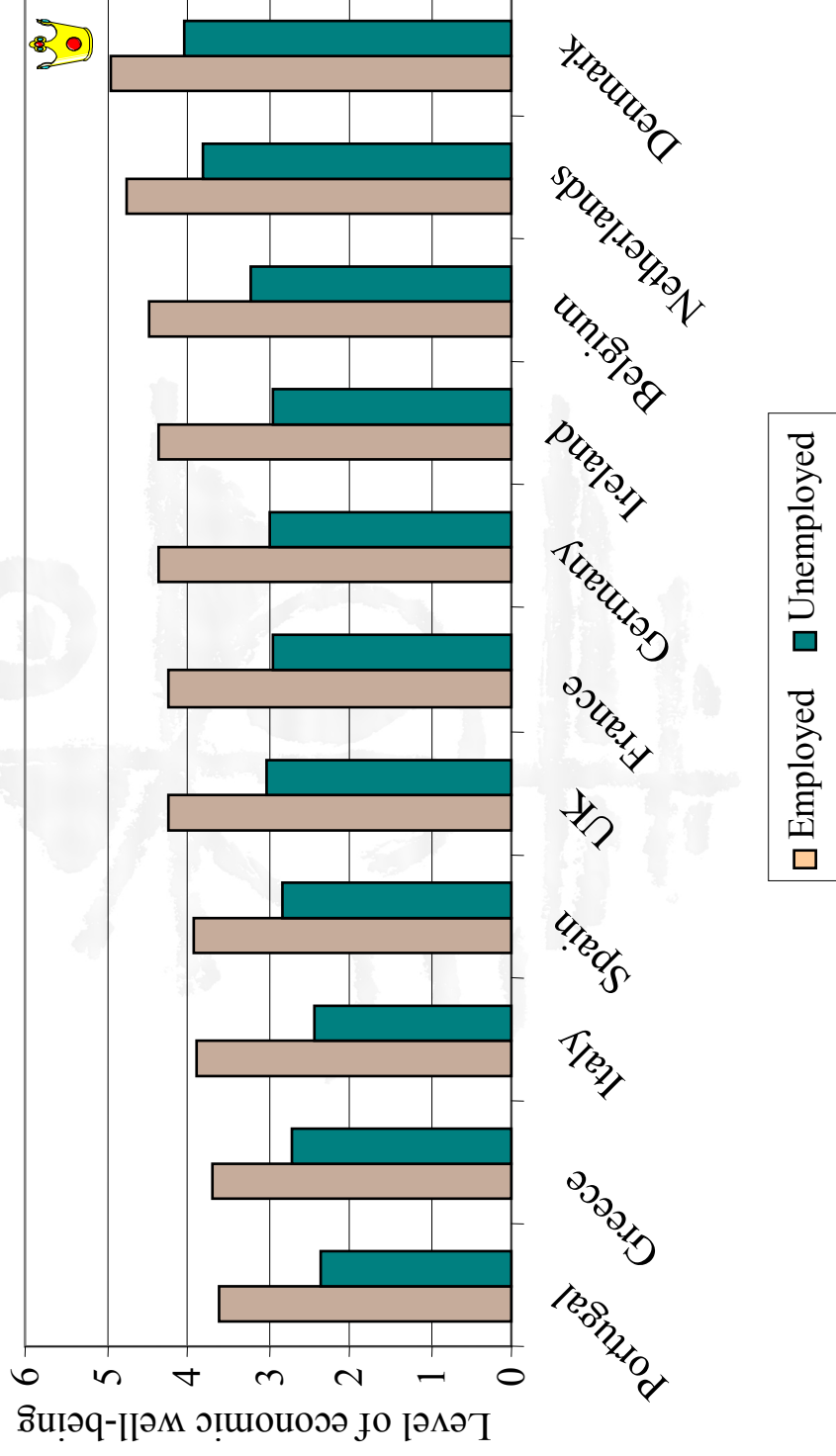
Protection for people in ordinary employment 2003

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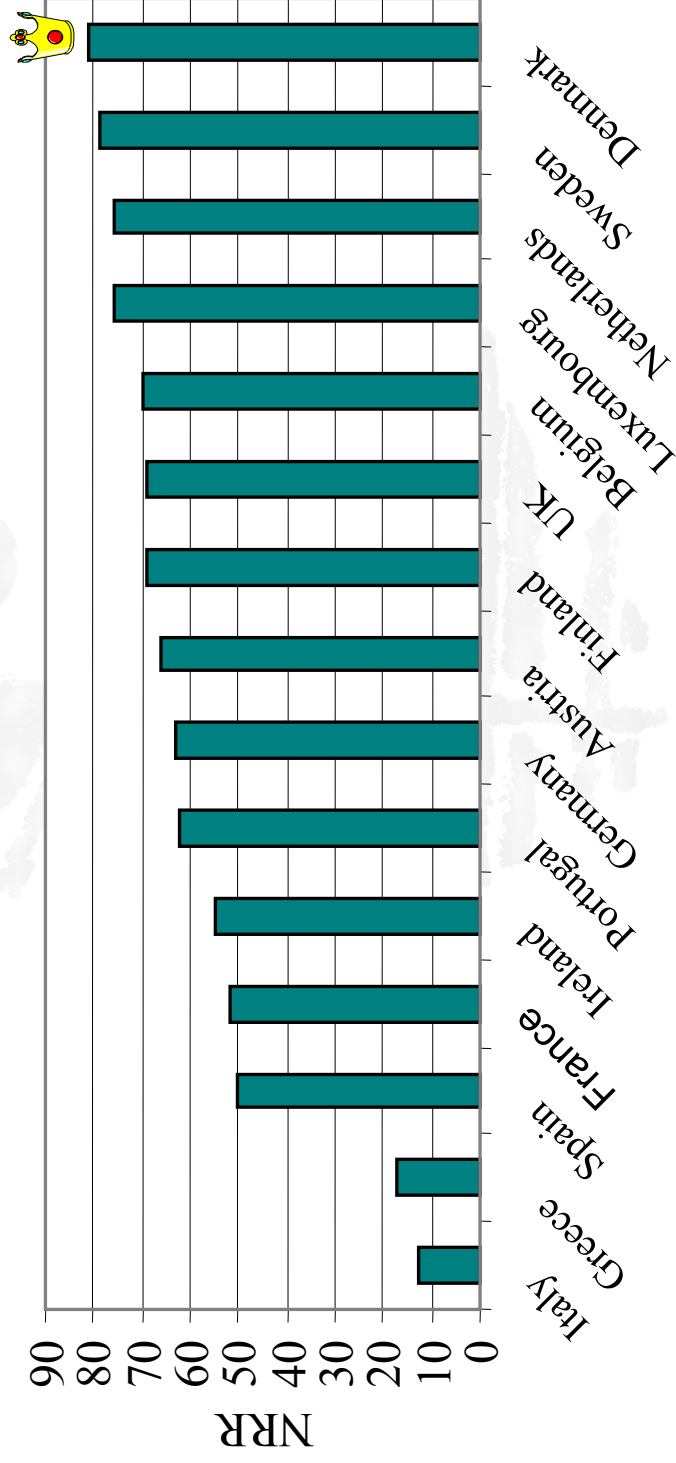


Source: OECD: Employment Outlook 2004

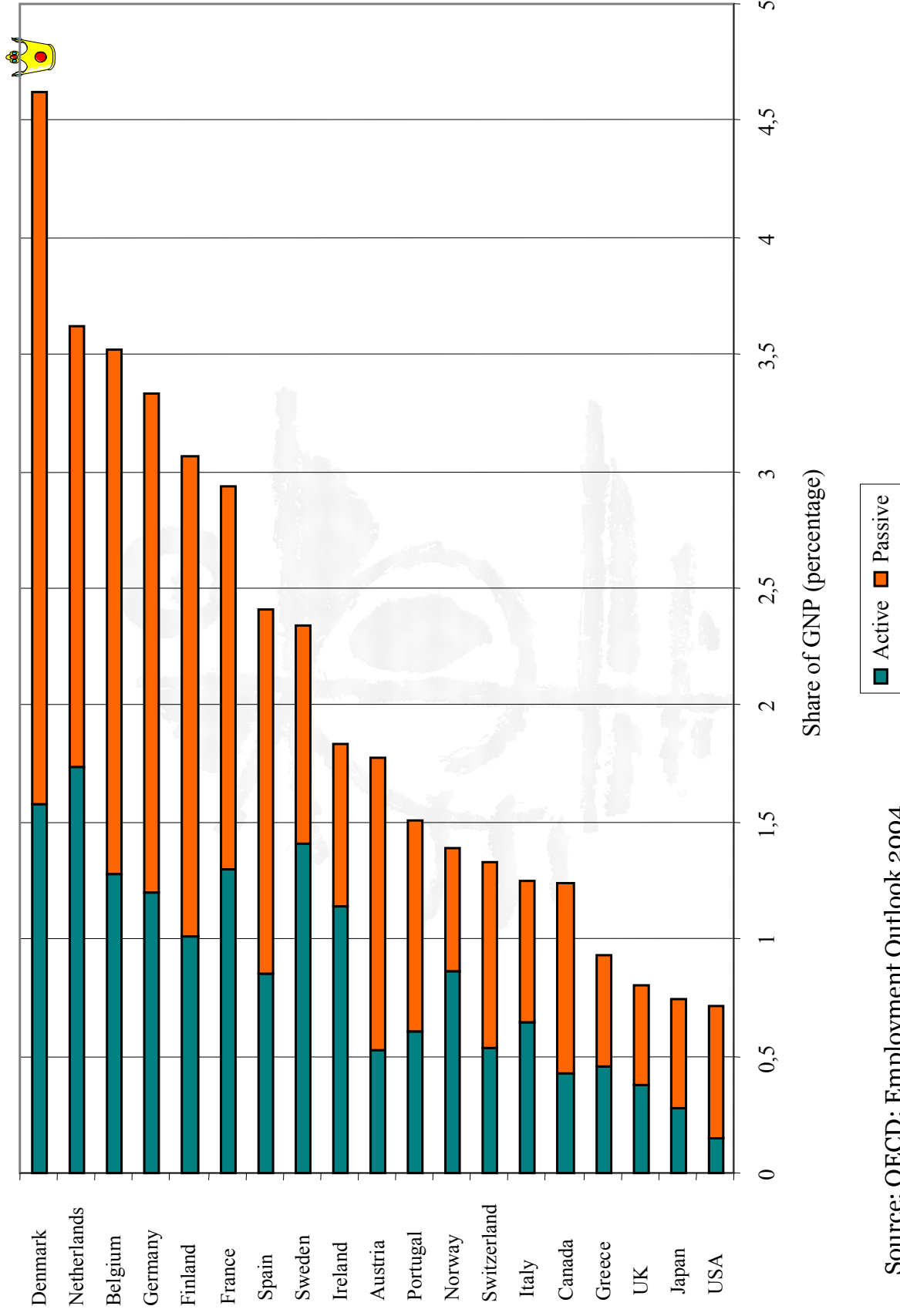
Level of economic well-being



Net compensation degree 2002

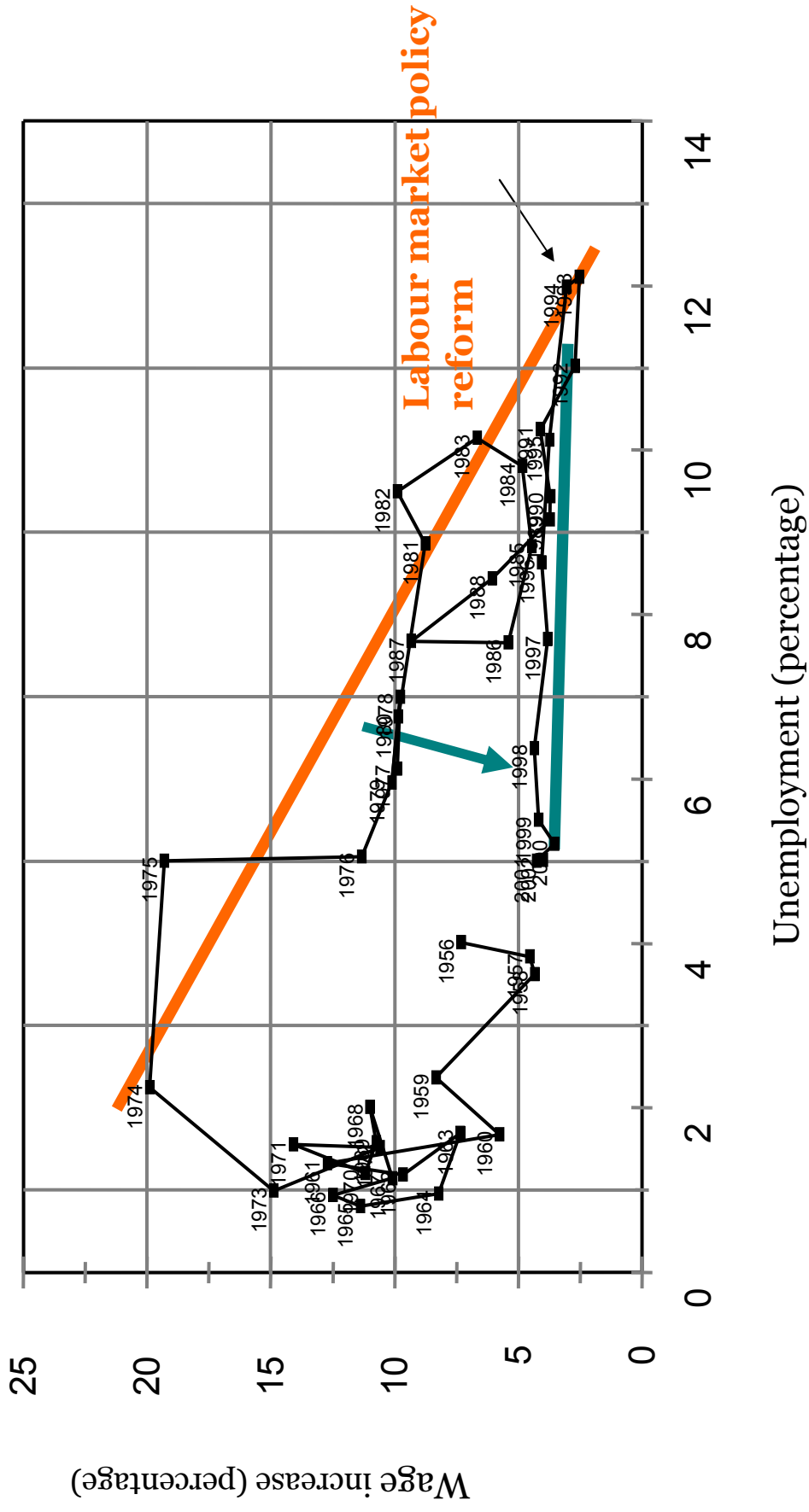


Source: OECD (2002)

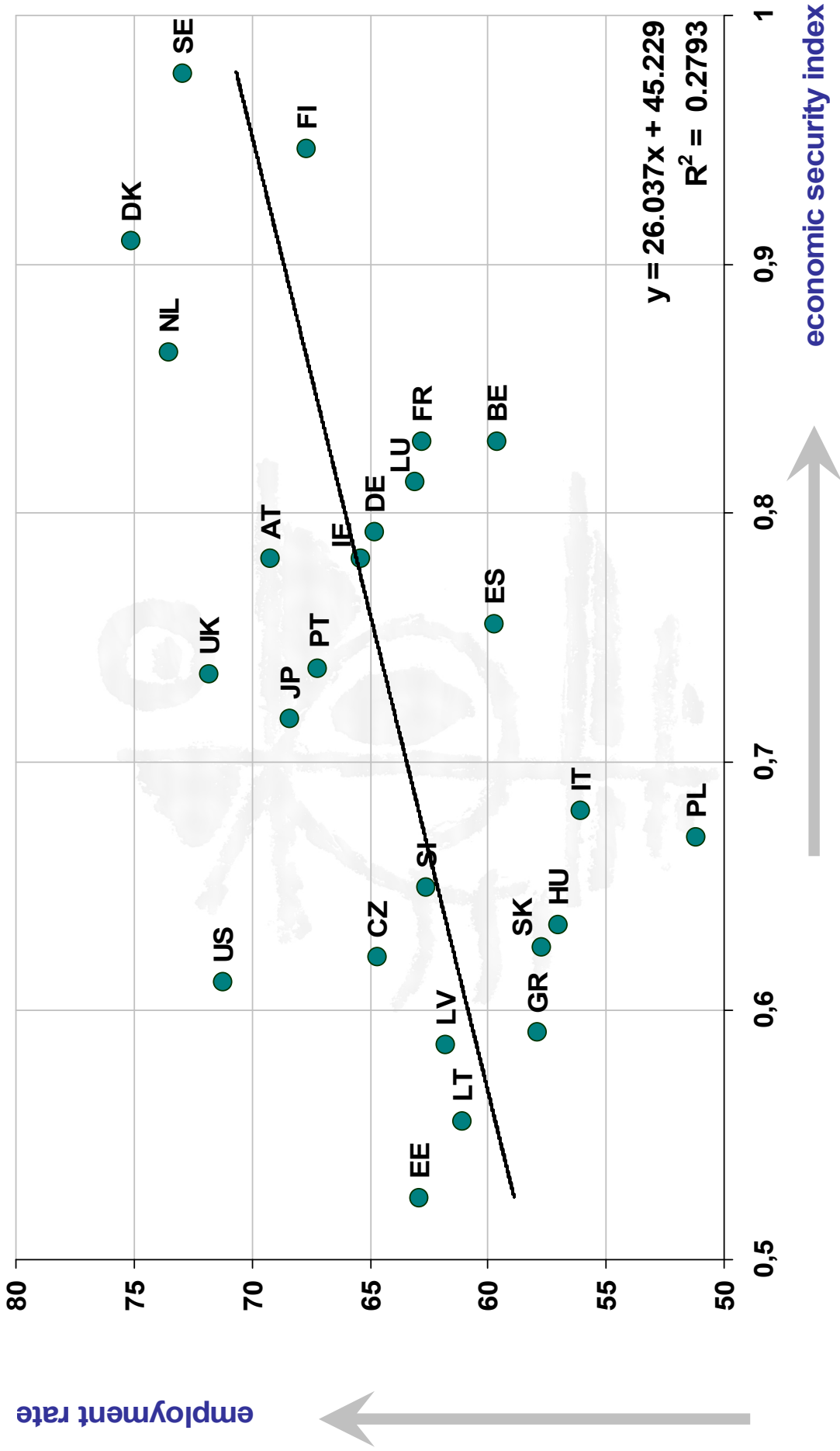


Source: OECD: Employment Outlook 2004

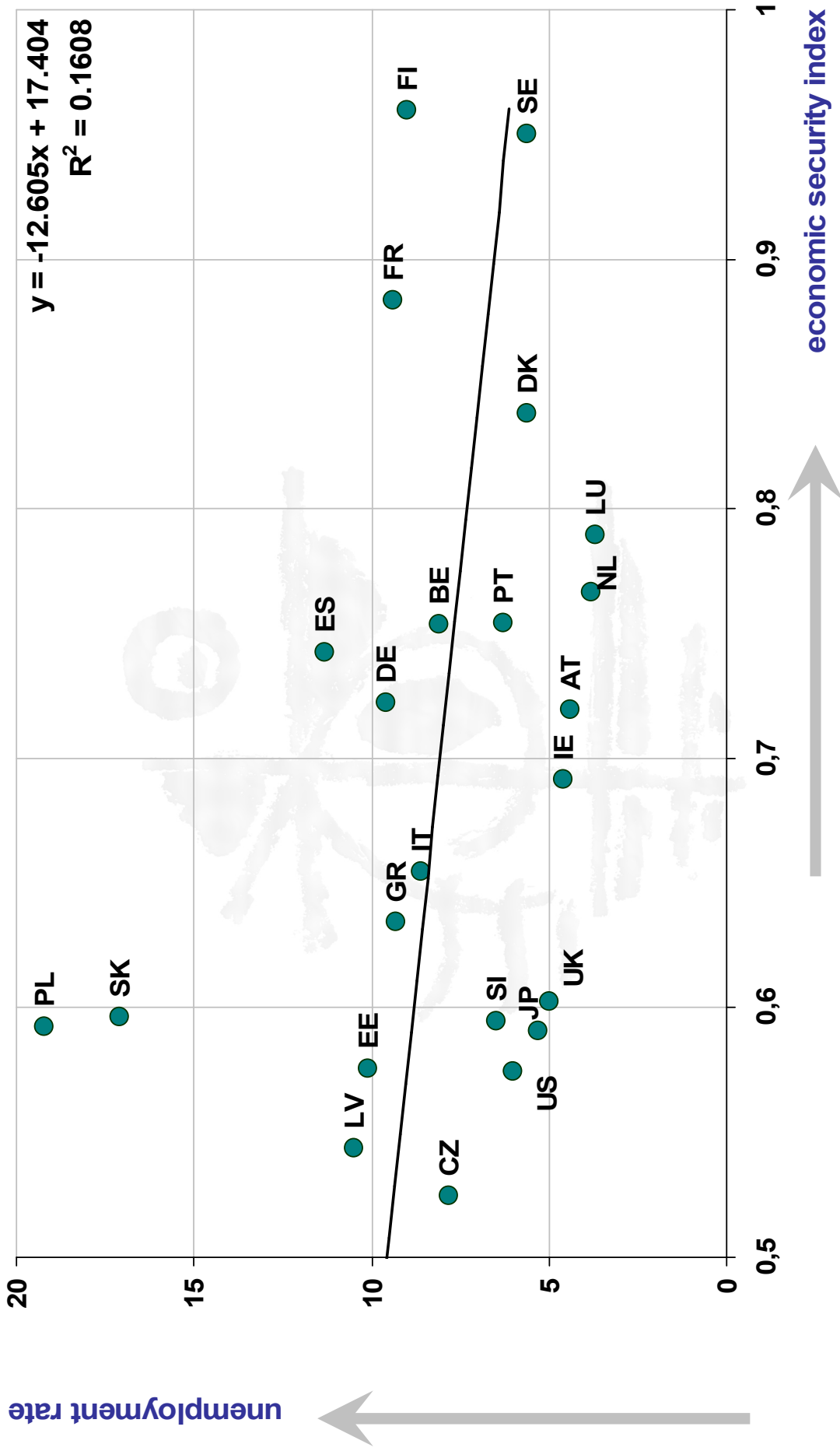
Denmark: Phillips flattened out!



Source: ADAMs databank



Economic security and unemployment



Source: Andrew Watt: Transfer no. 4, 2004

- ❖ **Job competences**
 - gives access to jobs
 - gives access to the good jobs
- ❖ **Democratic competences**
 - a prerequisite for work place democracy
 - a prerequisite for democracy in society
- ❖ **Personal developmental competences**
 - a means of gaining self-respect
 - a means of personal development
 - a factor for raising the cultural level of society

✧ From “welfare society” to “active society”?

No: welfare with active citizenship

✧ From collective achievements to individualization?

No: collectivist frames and more self-reliance

✧ From “welfare dependency” to “make work pay”?

*No: rights and obligations in a society activating
people and social systems*