

2017

Inclusive Labour Markets and Pathways to Work

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Inclusive Labour Markets and Pathways to Work

Overview

- Why Inclusive Labour Markets Matter
- What is an Inclusive Labour Market
- Pathways to Work (PtW)
 - Role in Inclusive Labour Markets
 - Policy Responses
 - Supporting Actions
 - Policy and Practice Developments

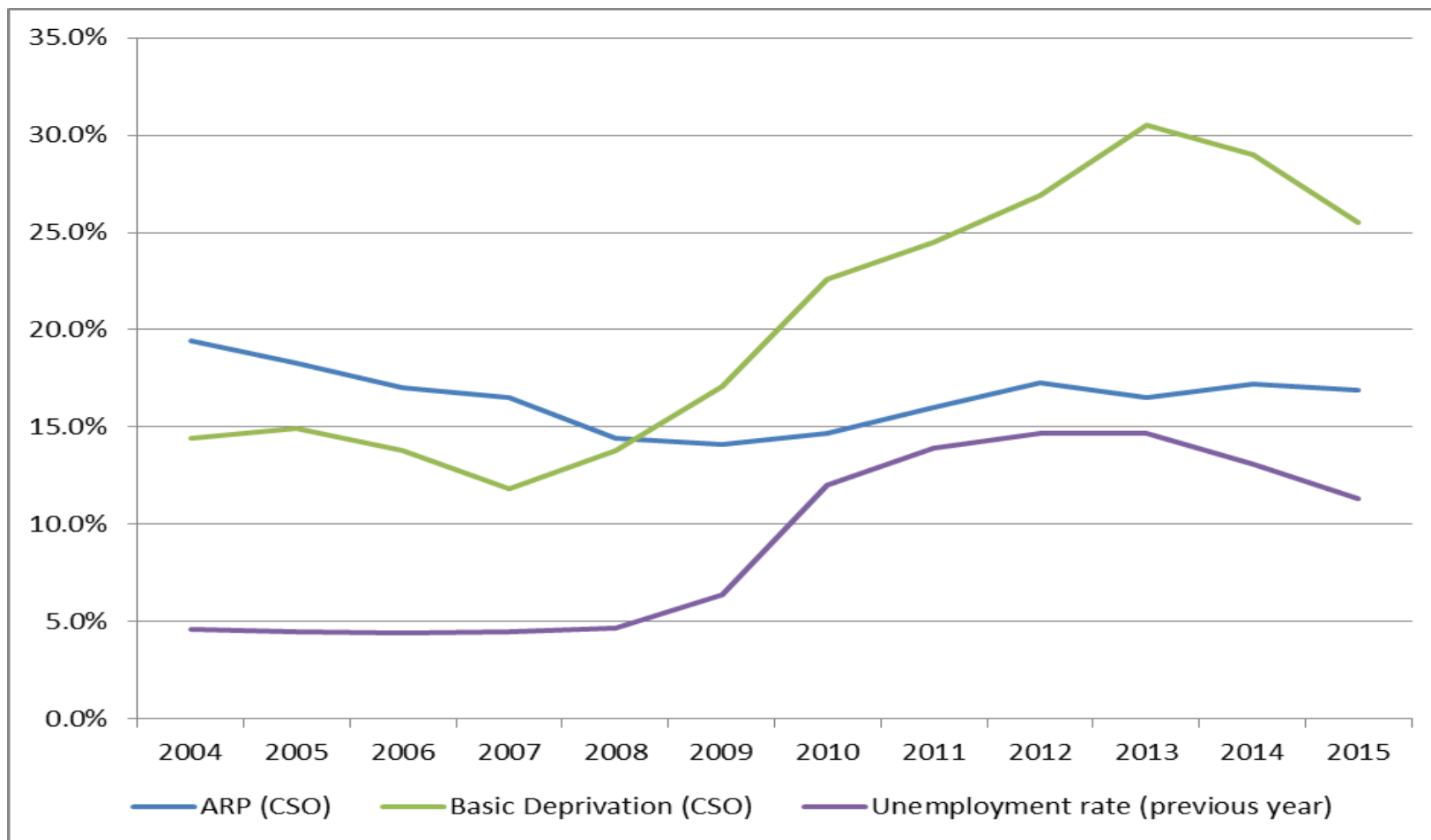


Why Inclusive Labour Markets Matter

- Employment is a route out of poverty; high employment/low unemployment contributes to poverty reduction
- Macro-policies create conditions for economic growth and therefore for generating high unemployment
- Activation policies and programmes - where they have a positive impact on employment - are important individually-targeted measures to facilitate people back into employment
- The principle of ‘active inclusion’ (and its three pillars of adequate income supports; inclusive labour markets; and access to quality services) links activation, employment and poverty reduction (and more broadly, social inclusion)



Poverty (and particularly deprivation) trends follow unemployment trends



What is an inclusive labour market?

EU Social Partners' Framework Definition (EU1005011)

- A labour market that allows and encourages all people of working age to participate in paid work and provides a framework for their development.
- Achieving this type of labour market can be difficult...
- Requires action on the part of **workers, employer and their representatives** and **other stakeholders**, including **public authorities**, at all levels, to ensure that obstacles can be identified and overcome.



PtW: Role in Inclusive Labour Markets

Creating Inclusive Labour Markets

- Macro-policies and joined up Government strategies create the conditions for inclusive labour markets

Supporting Inclusive Labour Markets

- Pathways to Work focuses on getting unemployed/currently inactive working age adults who want to work, into quality and sustainable employment
- Consistent with objective of inclusive labour market



PtW Policy Responses: Objectives

Successive Pathways to Work strategies aim to

- Facilitate new entrants to the Live Register to get back to work (2012) - focus on newly unemployed
- In addition, facilitate those long-term unemployed, and youth unemployed, to get back to work (2014 (Youth Guarantee); 2015; 2016-2020)
- In addition, facilitate those currently inactive working age adults with a capacity and desire to work, to get into employment (2018-2020)



PtW: Supporting Actions

Additional actions facilitate overall objectives

- Encourage employers to hire people from PtW target groups
- Address issues of financial disincentives, employment conditions and low paid work
- Facilitate access to key services (as reflected in other national strategy objectives)
- Facilitate local coordination and protocols
- Consolidate reforms, build inter-institutional capacity, and develop the evidence base to ensure activation programmes and processes are effective
- Ensure education, training and upskilling measures are labour-market relevant



PtW: Policy and Practice Developments

2016

- Of 86 actions in PtW 2016-2020, 42% were completed/completed and on-going in 2016, including
 - Promoting Intreo services for voluntary engagers and those with a disability
 - Establishment of Regional Skills Fora
 - Establishment of protocols between DSP and other employment services providers
 - New apprenticeships in place

2017

- Making Work Pay (for those with a disability) Report and recommendations published
- Review of OFP changes commenced
- Planned activities with respect to supporting other currently inactive working age adults



Thank You

