

2017

# Inclusive Labour Markets and Pathways to Work

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# Inclusive Labour Markets and Pathways to Work

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## 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



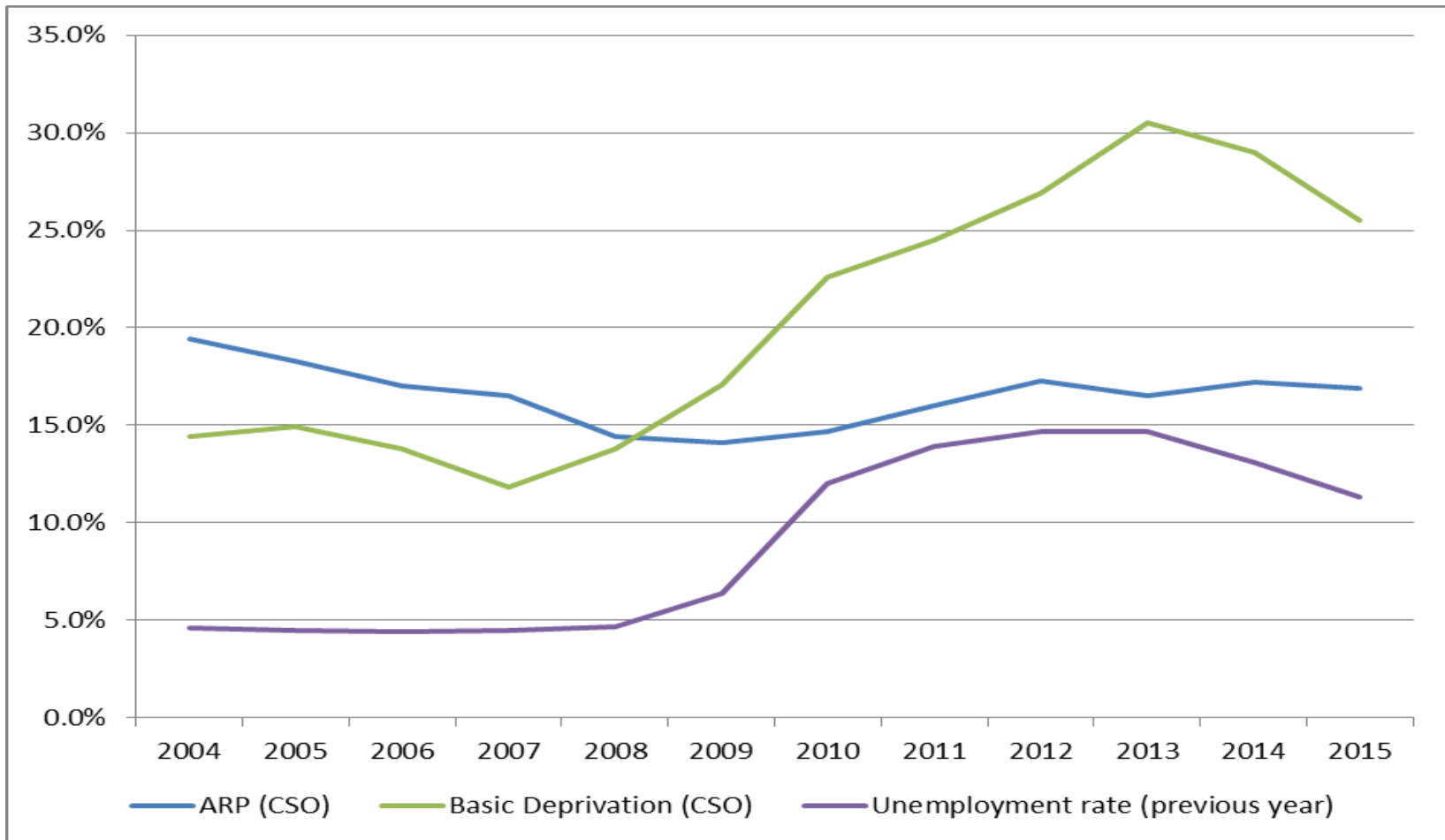
# Why Inclusive Labour Markets Matter

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- 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?

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## 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

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## 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

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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

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## 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

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## 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



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**Thank You**

