

Social Inclusion Forum: Inclusive Labour Markets – Pathways to Work 2020 Workshop

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Pathways to Work 2016 - 2020: Are 'Six Strands' enough?

1. Enhanced engagement with unemployed people of working age: 15 actions
 2. Increase the employment focus of activation programmes and opportunities: 10 actions
 3. Making work pay – incentivise the take-up of opportunities: 12 actions
 4. Incentivising employers to offer jobs and opportunities to unemployed people: 18 actions
 5. Build organisational capability to deliver enhanced services to people who are unemployed: 16 actions
 6. Building Workforce Skills: 15 actions
- It is not clear how these six will deliver an inclusive labour market or
 - How the DSP will engage with people on whom it does not impose conditionality

Pathways to Work Objectives

- Changing from 'activation in a time of recession' to 'activation for a recovery'
- Two main objectives:
 - Continue and consolidate the progress made to date with an initial focus on working with unemployed jobseekers, in particular people who are long-term unemployed; and
 - Extend the approach of labour market activation to other people who, although not classified as unemployed jobseekers, have the potential and the desire to play an active role in the labour force.

Pathways to Work and Active Inclusion

- Section entitled Expanding Scope and Coverage – Active Inclusion
- This P2W *“includes specific actions to increase labour market participation and employment progression of people who are not currently active in the labour market and to apply the concept of active inclusion as a guiding principle – particularly in the period from 2018 – 2020.”* (p18)

What should
'active
inclusion'
mean?

- In 2008, the European Commission adopted a Recommendation on the active inclusion of people most excluded from the labour market.
- This recommendation sought to promote a comprehensive strategy based on the integration of three key elements: adequate income support; inclusive labour markets; and, access to quality services.

To that end employment services must

- Be a person centred service for everyone of working age
- Be pro-active and supportive
- Ensure the full & pro-active provision of information
- Ensure flexibility in the system to facilitate participation
- Deliver good support services with a particular focus on re-skilling; provision of childcare; accessible transport
- Ensure integrated provision within and across relevant Departments, Agencies, organisations on the ground
- Identify clear pathways from Activation Programmes out into the wider labour market
- Commit to and deliver on an inclusive service and identify how the requirements of 'public sector duty' will be met
- Provided with the proper resources to deliver on such a service

Positive Duty

- 'Positive Duty' was introduced in the Irish Human Rights and Equality Commission Act 2014, and it should have an important role to play in addressing discrimination and exclusion from the labour market.
- According to Section 42 (1) of the IHREC Act "*A public body shall, in the performance of its functions, have regard to the need to-*
 - *Eliminate discrimination,*
 - *Promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and*
 - *Protect the human rights of its members, staff and the persons to whom it provides services."*