



Towards Common Principles of Flexicurity:

More and better jobs through flexibility and security

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Globalisation:

requires more rapid responses from
enterprises and workers;

needs new forms of flexibility and security;

Explore the development of a set of common
principles of flexicurity.



Flexicurity =

A political strategy to enhance, at the same time, flexibility of labour markets, work organisation and labour relations, and security – employment security and social security.



Flexibility and security are not opposites.....

They can be combined!



Flexicurity = Successful transitions

Transitions.....

Between education and work

Between household and work

Between different jobs

Between unemployment and work

Between different types of work contracts

Etc.



Flexicurity =

Upward mobility.

Equipping people with skills.

Adequate unemployment benefits.

Training opportunities for all, especially the low skilled.

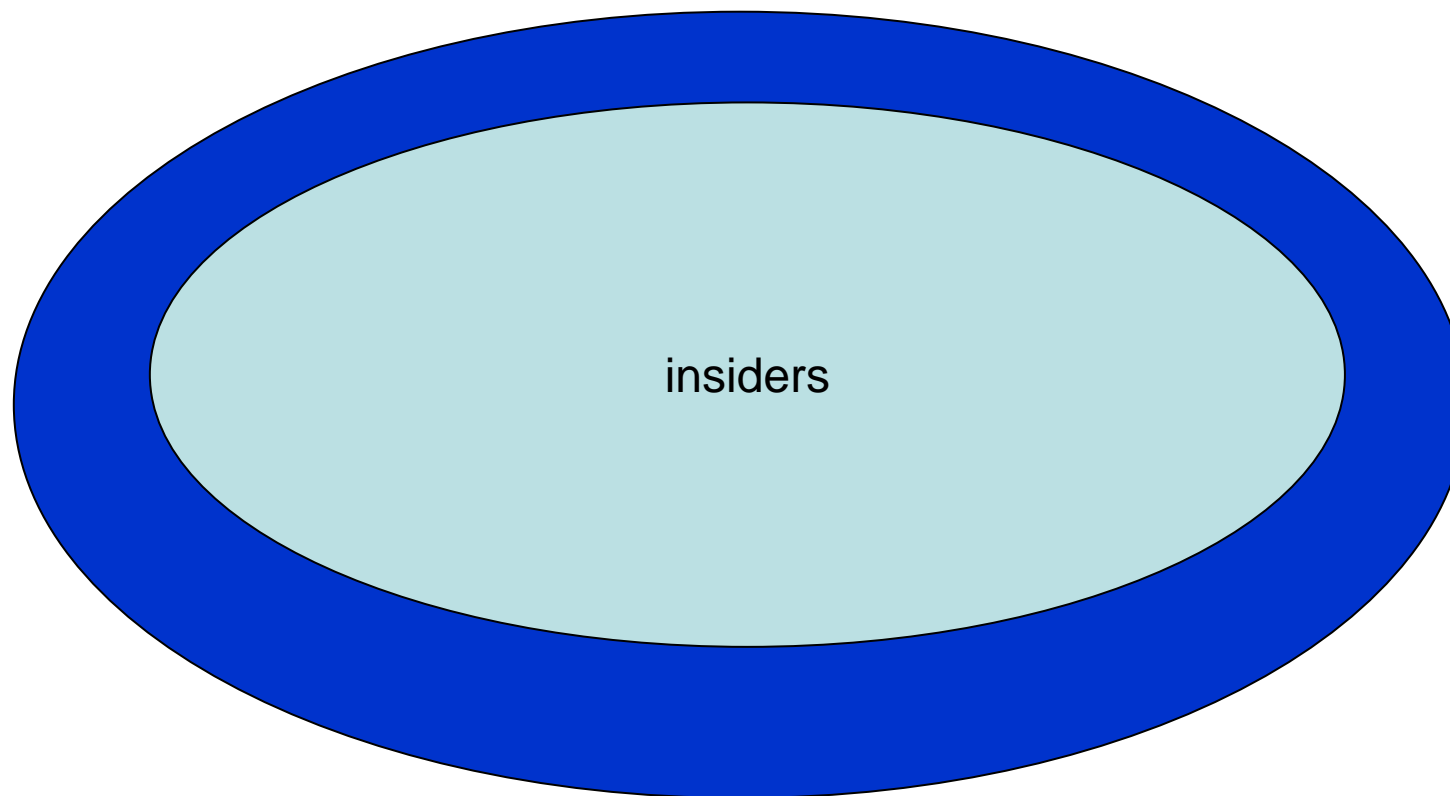


Components

- ✓ Flexible and reliable contractual arrangements
- ✓ Comprehensive lifelong learning strategies
- ✓ Effective active labour market policies
- ✓ Modern social security systems



segmentation of labour markets



outsiders

Common principles of flexicurity



1. Reinforcing the implementation of the EU's Strategy for Jobs and Growth and strengthening the European social models.
2. Striking a balance between rights and responsibilities.
3. Adapting flexicurity to different circumstances, needs and challenges of the Member States.
4. Reducing the gap between those in non-standard, sometimes precarious contractual arrangements on the one hand (so-called 'outsiders'), and those in permanent, full-time jobs on the other (the 'insiders').

Common principles of flexicurity (ctnd)



5. Developing internal and external flexicurity, by helping employees move up the career ladder (internal) as well as across the job market (external).
6. Supporting gender equality and promoting equal opportunities for all.
7. Producing balanced policy packages to promote a climate of trust between social partners, public authorities and other stakeholders.
8. Ensuring a fair distribution of the costs and benefits of flexicurity policies, and contribution to sound and financially sustainable budgetary policies.



Different pathways

- Contractual segmentation
- Lack of transition security
- Skills and opportunity gaps
- Long-term benefit recipients and informally employed



The financial dimension of flexicurity



Flexicurity policies may have budgetary costs but these should always be set against budgetary benefits stemming from higher employment, productivity and labour market dynamism.

LLL will require more efficient but only sometimes greater spending.

Strengthened ALMPs may require new resources on individualised and preventive policies.

The ESF and ERDF can help meet additional public costs.



Examples of flexicurity

- The Austrian severance pay system
- The Danish Golden Triangle
- Temporary work in The Netherlands
- Fixed-Term Contract Reduction in Spain
- The 'Towards 2016' Social Partner Agreement in Ireland