

Net@work: a net for employment

Thematic proposal for next activities

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Next activities and objectives

Main objective:

to increase awareness on effective solutions and to transfer experimental tools and strategies to improve employment and social cohesion, taking into account the “Europe 2020” objectives and the ESF use

Europe 2020: increasing labour market participation and reducing structural unemployment, developing a skilled workforce responding to labour market needs, promoting job quality and lifelong learning, promoting social inclusion and combating poverty



Activities

- ***Exchange events:*** workshops, study visits, seminars, etc., designed to share information and to enable Member States and Regions to acquire a common and shared understanding of practices and policies and to foster their transfer.
- ***Peer review:*** networking of successful practitioners to acquire a broader understanding of validated good practices and to support experience transfer processes, tools and measures to enhance employment and social cohesion.

Outcomes

policy recommendations, intervention models and tools.



Key issue

Labour market segmentation

The term “labour market segmentation” is used in a pragmatic way to describe differences in working conditions regarding the allocation of different socio-economic groups within a given structure of jobs, which produces an unequal distribution of risks.

Risks

Precariousness in terms of

- Transition toward stable employment
- Access to credit
- Access to training opportunities
- Access to unemployment benefits

Vulnerability

poverty, unemployment, marginalization, social exclusion



Target groups

- Atypical workers: fixed-term, self-employed, free-lance, semi-autonomous
- Working poor: workers fall under the poverty line (family composition)
- Younger workers: NEET, first job-seekers
- Long-term unemployed
- Women: gender pay gap, gender segregation



Policies (1)

- *Job retention and advancement*: increased efforts to promote job retention, especially in light of the economic and financial crisis, are highlighted in several countries (e.g. AT, PL, PT, UK).
- *Enhancing working conditions and promoting employee friendly flexibility*: interesting measures to improve working conditions and lessen the frequency of insecure work including the use of temporary contracts and to address the issue of unregistered employment are evident in several countries (e.g. AT, PL, PT, UK).



Policies (2)

- *Life-long learning, in particular specific on-the-job schemes for the low-skilled:* the importance of increasing skills and qualifications as a way of increasing access of the low-skilled to decently paid jobs and thus helping to reduce labour market segmentation is highlighted and several interesting examples are identified (e.g. AT, DK, FR, IE, PT).

One of the positive side effects of the crisis in some Member States has been to increase the emphasis on education and training for those who are temporarily unemployed - thus, in the longer term increasing their chances of job mobility.



Policies (3)

- *Non-discrimination policies and inclusive work environments, including through awareness raising campaigns:* The important role played by EU Directives on equal treatment, equal employment conditions and non-discrimination and several interesting initiatives in countering discrimination in the labour market are widely highlighted (e.g. AT, DK, FR, IE, LU, NL, PT).

Also the importance of raising awareness of rights is important and there are interesting examples of information campaigns and awareness raising initiatives in a number of countries (e.g. CZ, PL, PT).



Policies: complementary topics (1)

Role of social partners

Evaluation

- Governance of evaluation programmes
- Evaluation methodologies
- Relevance in the policy process

Funding



Policies: complementary topics (2)

Role of employment services

with reference to the previous list of target groups

Issues

Matching between labour demand and supply

Overloaded personnel

Scarce participation

Surveillance on actual job search

Funding

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Net@work

For further information

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