



Systematic Review Marginalized in Community

Dr. Ioan Durnescu
University of Bucharest
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What is systematic review ?

A **systematic review** aims to comprehensively locate and synthesize research that bears on a particular question, using organized, transparent, and replicable procedures at each step in the process (Littell et al., 2008).

The purpose of this review is to: ‘**inform and support the selection of best practices across Europe in the field of employability and employment of vulnerable groups**’ (TF).

In practical terms, this review will provide ‘**hard**’ evidence on what works in this area, thus guiding the selection and analysis of the best practices.’

Used complementary with: survey, appreciative inquiry and peer review

A graphic of a globe with a missing puzzle piece, symbolizing vulnerability or a missing link. The globe is rendered in shades of gray and white, with the missing piece being a solid black silhouette.

Vulnerable groups for this AI Learning Network

1. Disaffected Youth:

- Disaffected youth inclusion and empowerment
- Disaffected youth employment, education and training

2. Marginalized in community

- **Homelessness**
- **Drug and alcohol abuse**
- **Offenders / Ex-offenders**
- **Mental health, physical and learning disabilities**

3. Troubled families

- Offender's families
- Multigenerational unemployment/Long term unemployment
- Anti-social behaviour
- Educational problems



Inclusion criterias

1. papers produced and published in EU countries within the last **5 years** (2009-2013). When necessary, papers published prior to this year, or in other areas (including the US), have been taken into consideration.
2. papers published in **peer reviewed scientific journals** have been given priority. For topics where peer-review papers were not available, unpublished reports or other 'grey literature' were accepted.
3. to look at the **employability or/and employment** for the mentioned disadvantaged groups.
4. to present **results or impact on employability or employment** of the mentioned disadvantaged groups. Papers describing reflections or critical comments regarding different initiatives were included but were not given priority.
5. to be **in English** but also in some other EU languages. If one report was available in many languages, the English version was preferred.

But also: grey literature (e.g. reports)



Electronic databases and keywords

- SAGE and Taylor and Francis ('employment', 'homeless', 'homelessness', 'ex-offenders', 'prisoners', 'offenders', 'mental health', 'disability', 'disabled', 'drug', 'alcohol', 'addiction' and 'after 2009'.)
- At the end of this exercise 42 studies were identified as corresponding to the inclusion criteria.
- But also websites – from the partners
- **STILL WORK IN PROGRESS – need for assistance !!!**



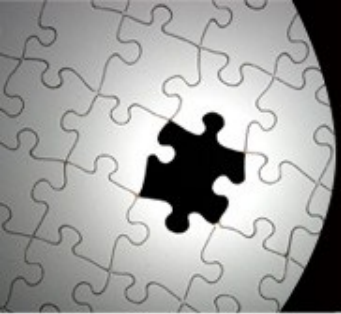
I. Homelessness Definition

1. Still unclear.

2. Sometimes the homeless are defined as 'street homeless' or 'roofless'. But - includes migrants or the victims of natural disasters.

3. If we also look to the people who are in 'inadequate accommodation' the confusion is even greater.

4. However, different authors (Busch-Geertsema et al, 2010) consider that it is useful to consider **homelessness as ranging from: people who are at risk of homelessness, to people who are temporarily or episodically without a permanent home, through to individuals who are persistently without shelter.**



Homelessness Policy context

- Challenges: increased levels of homelessness; the changes in the profile of homeless population; lack of comprehensive data to monitor the homelessness; and high social costs of not tackling homelessness.
- Social Investment Package - main measures included in this document are:
 - Adopt long-term, housing-led, integrated homelessness strategies at national and regional level,
 - Introduce efficient policies to prevent evictions.
- According to the Commission the most effective homelessness strategies are:
 - Prevention and early interventions,
 - Quality homelessness service delivery,
 - Rapid re-housing,
 - Systematic data collection, monitoring and using shared definitions (ETHOS typology).




Homelessness Actions

- EC – seminar in 1985 – FEANTSA and European Observatory on Homelessness – evaluate policies and their impact
- FEANTSA - Toolkit on Homelessness Strategies
 1. Evidence based approach
 2. Comprehensive approach
 3. Multi-dimensional approach
 4. Rights-based approach
 5. Participatory approach
 6. Statutory approach
 7. Sustainable approach
 8. Needs-based approach
 9. Pragmatic approach
 10. Bottom-up approach



Homelessness Actions

- The toolkit – very influential – Poland – 2 sets of recommendations – **direct** and systemic recommendations



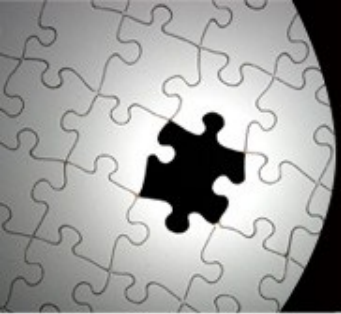
Homelessness Evidence

- Quilgars et al (2008), most often homelessness is a severe manifestation of multiple social exclusion. Therefore a **comprehensive response** requires services like: counseling, advice, financial support, assistance with health issues, access to education, drug services, housing, employment etc
- Ferguson et al. (2012) - correlation between being homeless and unemployment. The survey was based on 238 homeless young people from five US cities and concluded that homeless young people are more likely to be unemployed if they had been **on the streets longer, currently lived on the streets, earned an income from panhandling, and were addicted to drugs.**



Homelessness Evidence

- Shier et al. (2011) – Canada – interview 25 homeless women
- Public holds **negative perceptions** – homelessness and shelter-based services
- Develop social exclusion from the labor market and housing rental sector.



Homelessness Evidence

- Bretherton and Pleace (2011) demonstrated how housing homeless families have to take into account the social diversity and the community cohesion.
- social housing companies **need to avoid spatial concentration** of statutory homeless households
- Based on Ferguson and Xie (2008) and Nuechterlein et al (2008) it seems that use of the **social entrepreneurship** model (social enterprises) and **supported employment** (e.g. individual placement and support) improved mental health and employment outcomes in homeless and at risk young adults.



Homelessness Conclusions

- General but also specific factors (e.g. transient lifestyle)
- Comprehensive response
- Interagency cooperation – ‘Local Strategies for the Active Inclusion of Young people facing multiple disadvantages ‘ – EU project – strong interagency response and active inclusion in four cities.
- Gunter and Harding (2013) – evaluated – very effective, especially: one-stop shop, preventive services, informal contacts
- But – the need for **good design and governance or networks** to avoid implementation failure – especially for multiple exclusion homelessness (MEH) and ‘care leavers’.

- Confirmed in many studies !!!



Homelessness Conclusions

- **integrated approach** that follows the stages of employment preparation (prepare the homeless, geographical stability but also his/her environment), training, supported placement and follow-up generated significant success in socializing young adults to the workforce, developing the necessary job skills and increasing the chances to access competitive employment.
- **Need of assistance to gather literature - Moderate**



II. Drug and alcohol abuse

Policy context

EC defines drugs as a complex social and health problem in EU - every year around 6,500 individuals die in the EU because of overdoses and another 1,700 die of HIV/AIDS attributable to drug use.

EU Drugs Strategy (2013-2020) - two pillars: drug demand reduction and drug supply reduction.

Three cross-cutting themes complement these actions:

- - coordination
- - international cooperation and
- - information, research, monitoring and evaluation.

EU Action Plan on Drugs (2013-2016) - under the reduction of drug demand - concrete action points that involves access of drug users to **'continuum of care through case management and interagency collaboration'**, focus on supporting re/integration (including employability) and strengthen the diagnostic process and the treatment.



Drug and alcohol abuse

Policy context

- EC is also concerned with **alcohol related harm**.
- 7% of all ill health and early deaths and 25% of all deaths in young men aged between 15 and 29 are associated with alcohol.
- To fight this phenomenon, the European Commission launched the **EU alcohol strategy** that aims at helping the national governments and other stakeholders to reduce the alcohol related harm.



Drug and alcohol Evidence

- Not on the relationship between drug and alcohol and employment
- DeFulio et al (2009) – US – relationship work in both direction – experiment – employment as a therapeutic agent.
- Thompson and Petrovic (2009) demonstrated, employment may play an important role for **men** when it comes to desistance.
- **Need of assistance to gather literature – High**



III. Offenders / Ex-offenders Policy context

- Walmsley⁸ (2013), the world prison population has increased in the last 15 years by 25-30%.
- The world prison population rate has risen from 136 per 100 000 inhabitants to the current rate of 144.
- This increase in penalty has led to prison occupancy levels that exceed, by far, the prison capacity.
- The situation seems to be worrying in states like Greece and Cyprus.



Offenders / Ex-offenders

Policy context

- Criminal justice is still recognized by the European Union as an essential element of state sovereignty.
- Every Member State is free to choose its own response to the crime issues.
- However, in the past few years, the European Union, based on the common principle of freedom and security, advanced some framework decisions that can enhance the reintegration prospects of ex-offenders.
- One of these framework decisions is FD 2008/909/JHA.



Offenders / Ex-offenders

Policy context

- EC has funded several initiatives that aimed at collecting best practices and learning points regarding the reintegration of ex-offenders.
- The two most well known initiatives are: EQUAL and EXOCOOP



Offenders / Ex-offenders Evidence

- Farrington et al. (1986) observed that ‘proportionally **more crimes** were committed by (the cohort) during periods of unemployment than during periods of employment’ (351).
- desistance literature - acquiring a stable partner; obtaining a **suitable employment**; and moving away from criminal friends play a significant role in the desistance process (Sampson and Laub, 1993)
- Sampson and Laub (1993) - the desisters had ‘**good work habits** and were frequently described as “**hard workers**”’ (220)



Offenders / Ex-offenders Evidence

- Other studies demonstrate that criminal involvement in adulthood has a **negative long-term impact on the individual's life course and career opportunities** (Nilsson and Estrada, 2011).
- On the contrary, being involved in a **post-release employment assistance program significantly decreases the likelihood of reoffending, even for high-risk offenders** (Graffam et al., 2014).



Offenders / Ex-offenders Evidence

EQUAL experts stress as principles of good practice:

- The **'holistic approach'** - involve partnership structures from the public and private sectors.
- The **right balance between security and citizenship** – more creative practices, involve employers and other actors into the prisoner's rehabilitation etc.
- The benefit of the **European cooperation** – European networks could provide effective frameworks for comparing, analysing and transferring successful practices.



Offenders / Ex-offenders Evidence

ExOCoP experts made a few recommendations, such as:

- develop accredited employment focused training programmes at least 6 months prior to release
 - these programmes **should reflect the labour market opportunities**,
 - self employment should be promoted as a **real option** prior and post release
 - provide **real work contracts** with local companies and ensure that prisoners receive a real wage
 - develop **'through the gate' opportunities** with employers or other community representatives
 - work with **'champions' employers** based on a new business case rather than on a corporate social responsibility model.
 - work to **challenge negative attitudes or other systemic processes** that create additional and unnecessary barriers for ex-offenders



Offenders / Ex-offenders Evidence

NIACRO (McEvory, n.a.) – lit review:

- **training and education to be directly related to the work program,**
- training and education is linked and supported by **good aftercare** provisions,
- these activities are **‘mainstreamed’** into the prison planning and delivery process and occupational culture of the institution,
- these programs are **formally assessed and evaluated,**
- employment and employability programs are integrated in **wider comprehensive interventions** that target also personal development, accommodation and substance misuse,
- **raising job expectations through training without any serious prospects of a job on release may be actively damaging.**
- employment in prison workshops and other activities aiming at keeping the prisoners **busy** does not appear to increase the chances of employment after release



Offenders / Ex-offenders Evidence

- Importance of the criminal record:
 - Rights based model – Australia, Northern Ireland
 - Spent convictions model



Offenders / Ex-offenders Conclusions

- Ministry of Justice (2013) - the authors stressed that employment programmes are unlikely to be effective unless they are **combined with other interventions that target motivation, social, health and education to help address other needs that may act as barriers to finding and maintaining employment.**
- Recommendations: have **strong local partnership**, training needs to be **related to local employment needs and opportunities**, needs **long – term funding** and needs to **co-ordinate work before and after release** from prison.
- **Need of assistance to gather literature - Low**



IV. Mental health, psysical and learning disabilities

Policy context

- Jones (2009) the disabled represent about 20% of the working age population in Sweden, Portugal and the Netherlands.
- Employment rates are very low in almost all EU countries (see Verdonschot et al., 2009).
- EC - Lisbon Agenda and European Employment Strategy or European Disability Action Plan.
- In 2000 the European Commission adopted the **Employment Directive 2000/78/EC**
- 2008 - **Academic Network of European Disability Experts (ANED)** to provide scientific support and advice for its disability policy Unit.



Mental health ... Evidence

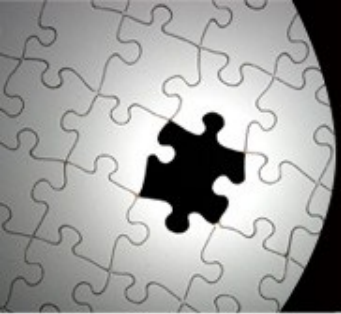
- ‘The labour market situation of disabled people in European countries and implementation of employment policies: a summary of evidence from country reports and research studies’ – ANED, 2009:
 - **Most excluded:** disabled women, older disable workers, those with intellectual impairments and with severe mental health conditions
 - **Improvements** from the inactivity compensation to assessment of work capacity and quota system.
 - not only law but **effective implementation !!**
 - **Access to lifelong learning !!**
 - Combination between **employment and benefits**



Mental health ... Evidence

Thornton and Lunt, 1997 – employment services and initiatives in EU:

- employment support services – training and placement services, financial incentives, counselling etc.
- supported employment – like offering competitive employer-paid work and continuous on-the-job support
- disability discrimination legislation – based on the civil rights legislation
- accommodation and adaptation of the work place – not only for the physical space but also for the equipment, work schedule, training, personal assistance and so on.
- the quota system – but only as part of a coherent disability employment policy.
- financial support for employers – to recruit and to retain disabled people as a compensation for the reduced productivity.



Mental health ... Evidence

- financial support for the employees – ‘fares to work’ as grants to cover for equipment, travel etc.
- sheltered employment - special work places for special disabled people.
- new forms of employment – social enterprises, self-help firms, work co-operatives (Italy – especially for people with psychiatric needs)



Mental health ... Evidence

- Eurofound, 2012 – experts examined the situation in 11 EU countries – principles of success:
- An **integrated approach** to skills development, training and job placement is needed for the transition to employment.
- After training, **rapid placement in a real job** must be ensured if momentum is to be maintained and skills are to remain relevant.
- Individuals must **be empowered** to take control of their career path and to make real choices over its direction.
- **Employers need support** with the recruitment, training and retention of staff with disabilities.
- All projects should aim ultimately at **open labour market** participation for those who are able and who are interested.
- Good projects evolve over time to conform to the **active inclusion** approach



Mental health ...

Evidence & Conclusions

- Leutar and Buljevac (2012) – Croatia – education, training, community involvement.
- Direct payment or individual budget – UK (effective but over-costly?)
- Pagan (2009) – self-employment – especially in Greece and Portugal
- Burns at al. (2009) – individual placement and support
- Risk of following a medicalization model !!
- **Need of assistance to gather literature - Low**

A graphic of a globe with a missing puzzle piece, symbolizing a gap or a challenge in the community.

Marginalized in community Conclusions

- The need are quite diverse
- Some common principles:
 - Individualized treatment - personalized
 - Holistic approach – coordinated manner
 - Inter-agency & multi-level partnership
 - Active inclusion principles
- Some more specific to some groups:
 - Work with the public
 - Involve and support employers

More research on drug and alcohol and employment !!



More studies???

Thank you!

idurnescu@gmail.com

ioan.durnescu@sas.unibuc.ro