

Sociologia del Lavoro



Opzione 1: Sostenibilità ecologica, lavoro e welfare
I Parte: Social Investment e Attivazione



3 maggio 2017

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Immagine su:

http://www.scomunicazione.it/m/img/53_010.gif

Tre domande in sequenza (in gruppo):

- I. Quali nessi tra lavoro e welfare?
- II. Quali nessi tra lavoro e ecologia?
- III. Quali nessi tra lavoro, welfare e ecologia?

Quattro nodi di fondo:

- I. Trasformazione dei paradigmi e delle politiche di welfare:
 - a. Verso il Social Investment
 - b. Dalla protezione all'attivazione (+ Rescaling e Governance)

 - II. Social Investment e Climate Policy:
 - c. Investimenti sul futuro verso uno sviluppo sostenibile?
 - d. Lavoro, tecnologia, ecologia: un rapporto controverso
- **Tre sistemi in trasformazione:** quali reciproci adattamenti, conflitti, contraddizioni, opportunità e rischi?

Prima parte:

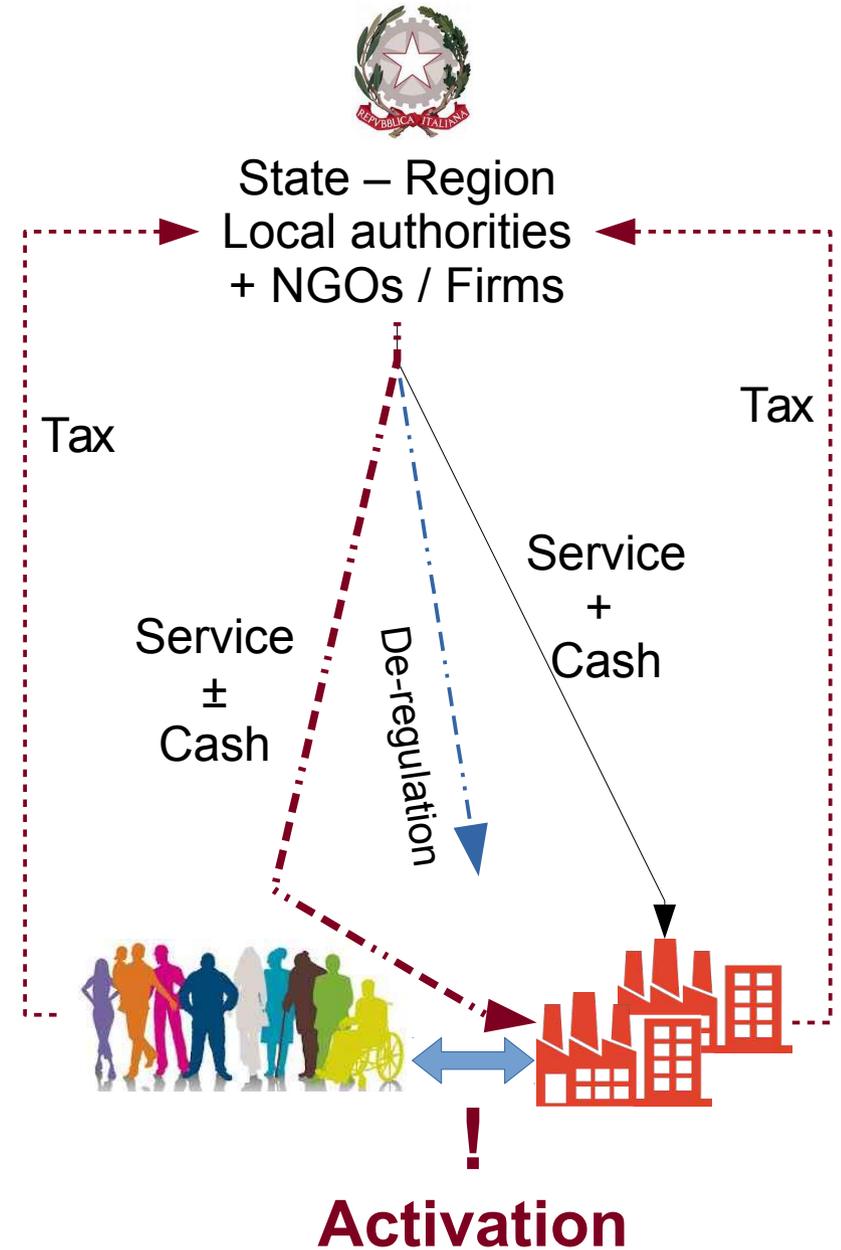
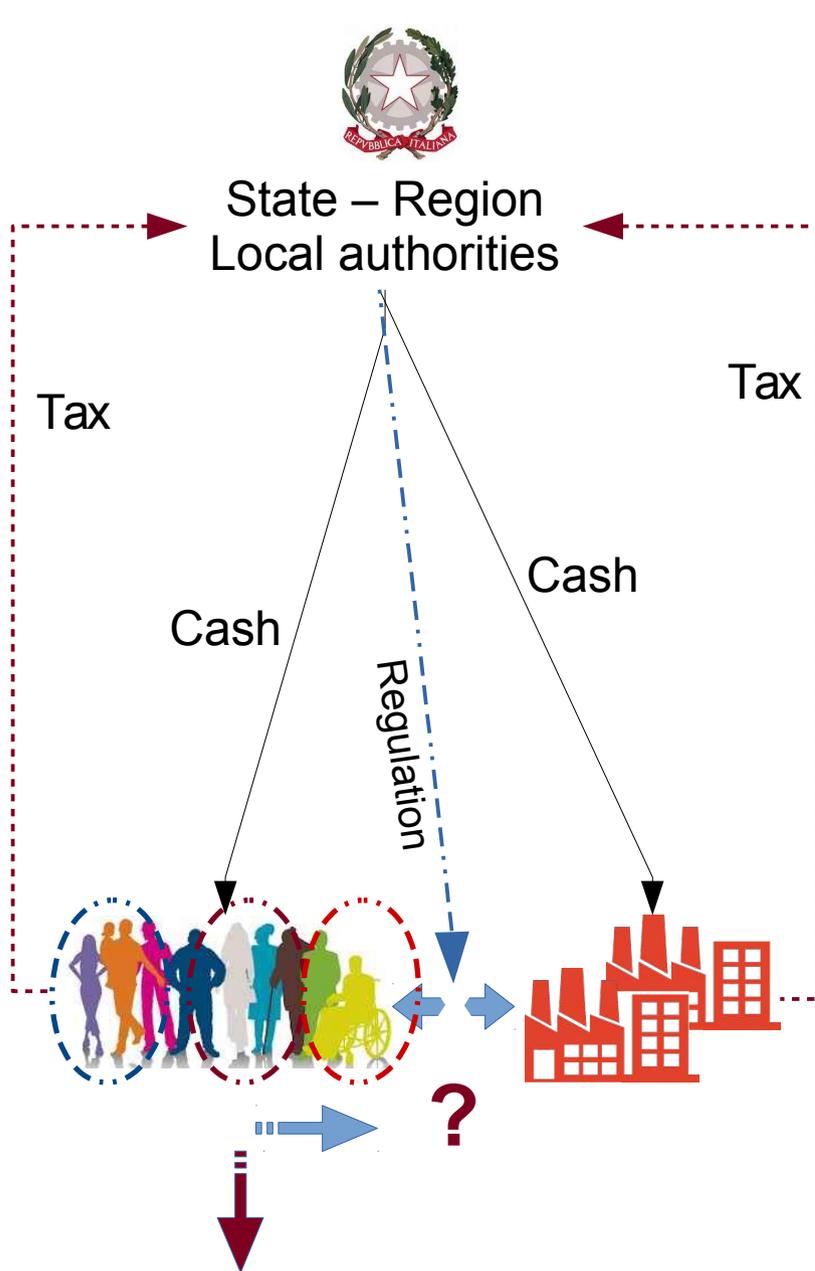
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Scheda: tre paradigmi di welfare capitalism

From protection to activation?



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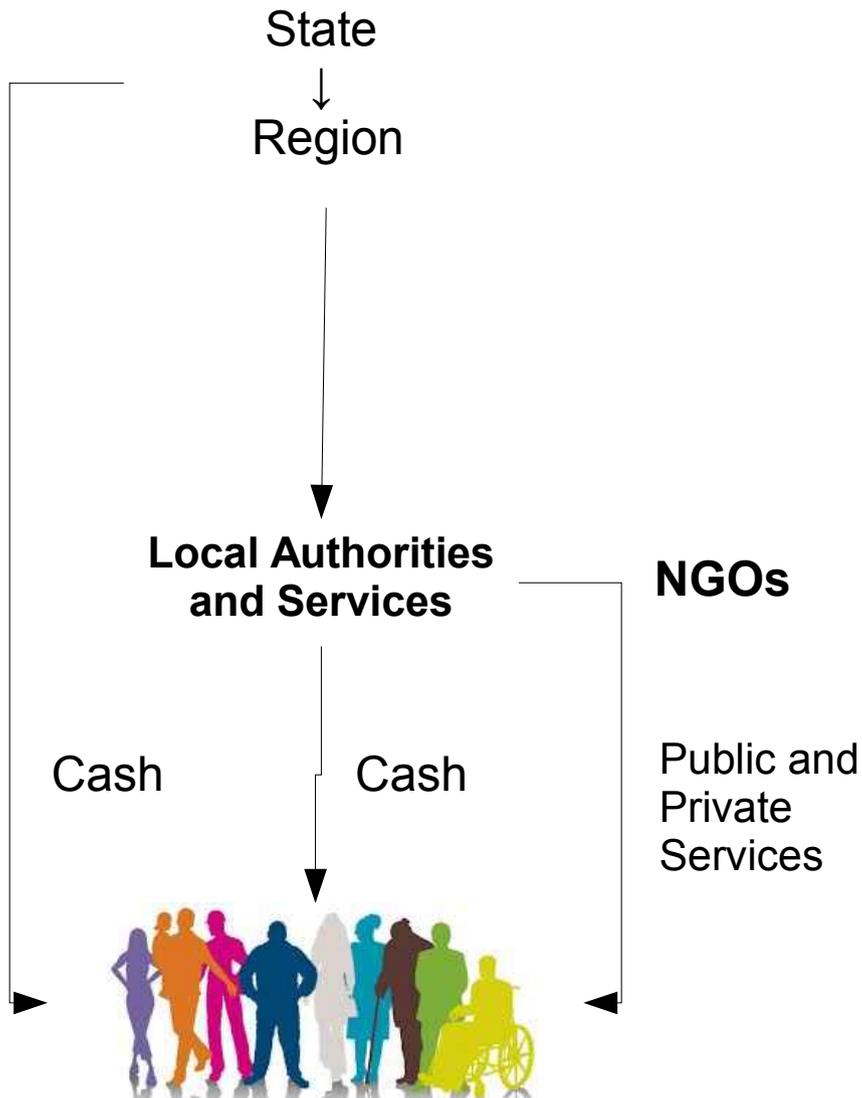


From government to governance ?

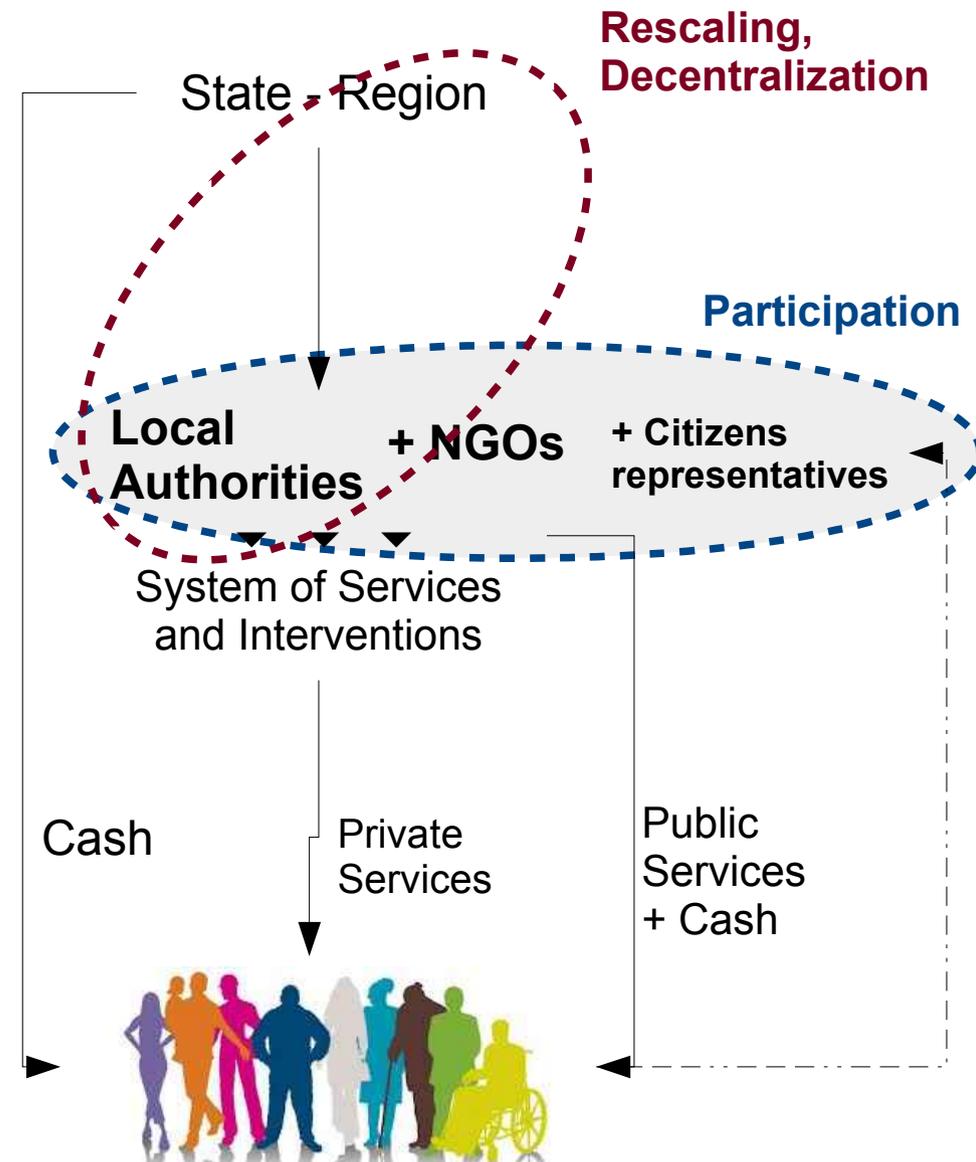


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Top-down



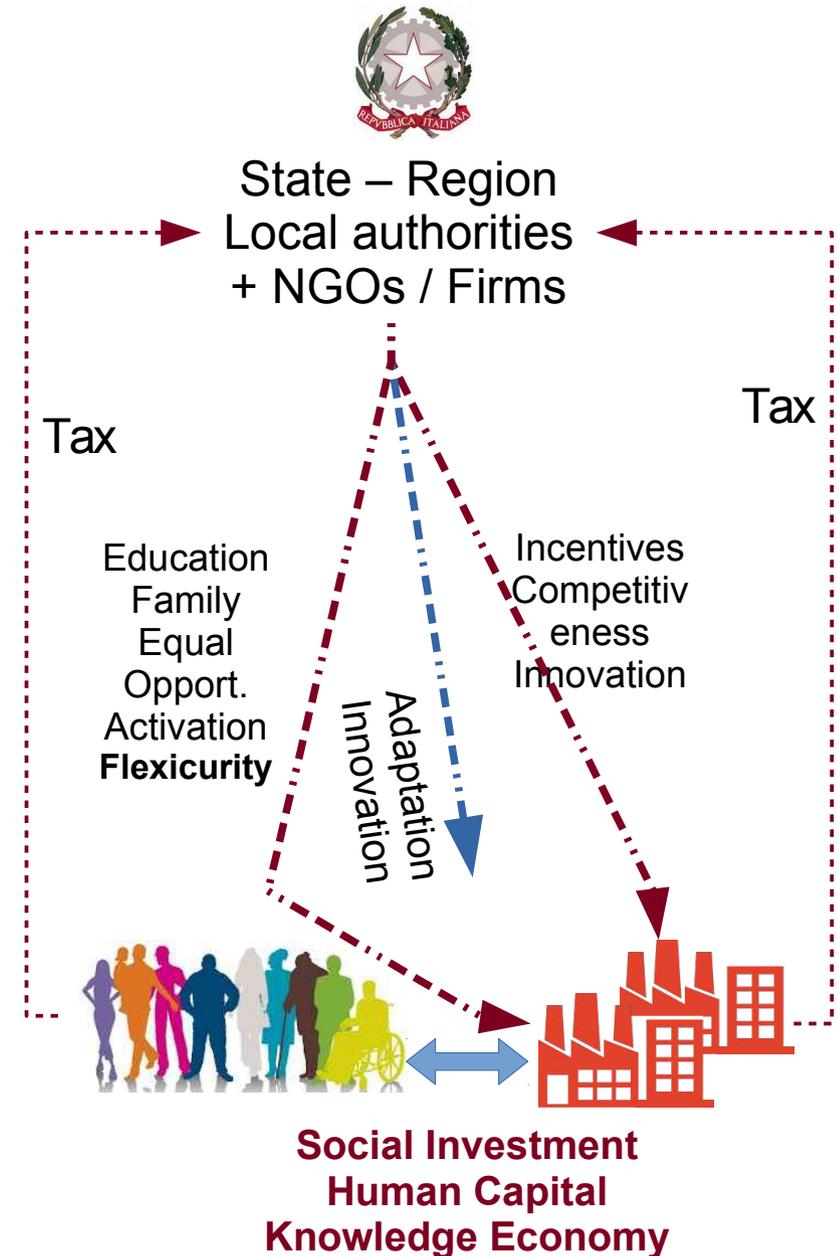
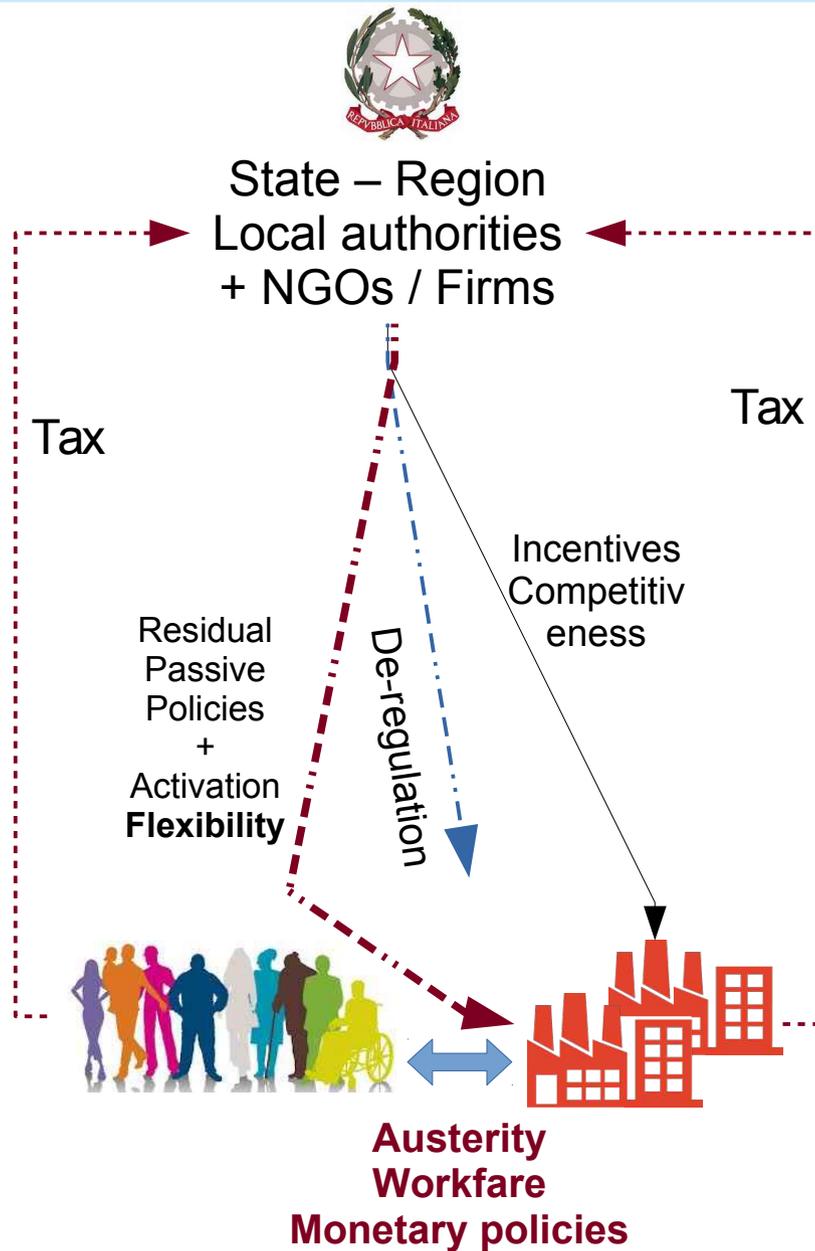
Top-down ↔ Bottom-up



Neoliberal → Social investment WS ?



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Main Source:

A. Hemerijck, The Three waves of transformative welfare state change, in “Changing welfare states”, Oxford, Oxford University Press, 2013, pp. 118-151.

What difference does Social Investment make?

Crucial assumption:

Social policies should be seen as a productive factor

Social policy as an investment rather than a cost

A fundamental break from the **neoliberal** view of social policy as a cost and a hindrance to growth

A difference with regard to **keynesian** welfare states, mainly oriented to social protection as a “compensation” to ensure less inequality and more stability

Slogan: Developing policies that aim at 'preparing' rather than 'repairing'

Main approaches: The so called Third Way, The Social Democratic approach

Perspective ment to sustain the so called **knowledge-based economy**

Knowledge as the driver of productivity and economic growth

It rests on a **skilled and flexible labour force**

→ which can **easily adapt** to changing needs of the economy

→ but also **be the motor** of these changes

Social Investment should aim at modernizing the post-war welfare state to better address the new social risks and needs, such as:

- single parenthood
- the need to reconcile work and family life
- lack of continuous careers, flexibility, precariousness
- possessing low or obsolete skills
- migration and integration issues
- social exclusion

And to contrasting **different kinds of risk:**

- Contingent risks
- Class risks
- Risks related to the life cycle
- Intergenerational risks

**BUT HOW TO
DEAL WITH THE
CRISIS?**

**KEEP IN MIND
THAT:**

- 1) **'Any jobs'** instead of Quality of work: trap of poverty for the low skilled
- 2) Welfare for exploiting workforce (human being as producer, productivism) and to shore up class differences
- 3) The **poor risk to be left aside** (Morel, Palier, Palme 2011)
- 4) **Justification for cutting back** on benefits for certain groups
- 5) Instrumentalisation of **gender equality** and reconciling policies
- 6) **Children** instrumentalised as 'citizen-workers' of the future rather
- 7) **Social inclusion or social cohesion:** rhetoric and few strategies and practices
- 8) **Productivism vs. sustainability**



Main Source:

S. Sabatinelli, *Activation and rescaling: interrelated questions in social policy?*, in: Kazepov, Y. (ed.), "Rescaling Social Policies: Towards Multilevel Governance in Europe", Farnham, Ashagate, 2010, pp. 75-101.

WHAT?

- Activation: a keyword in economic and social policies in all Western countries.
 - A paradigm shift: in political rhetoric
 - A new way of thinking: everybody should be active, should activate or be activated (Serrano Pascual, 2007; Jenson, 2006)

WHO?

- Population groups whose activation rates are lower than the average: should be pushed, accompanied and/or forced to increase their participation in the labour market
- Also eligible or actual recipients of public support: disabled, recipients of unemployment and social assistance (especially: long-term unemployed, young people, and single mothers, even with young children)

HOW?

- Two processes: ACTIVATION and RESCALING
- Meanings, Narratives, Reforms on paper and in practice, Role of actors, Effective Outcomes

Narratives

- Activation to contain financial and social costs of inefficient and passive measures
 - Accent on the **duties** of the beneficiaries and on the **conditionality** to benefits
 - Changing idea of social justice: support not due for “simple” conditions of need but demonstration of goodwill to “pay the community back” is required
- Fundamental function of work in shaping personality and fostering social inclusion and integration: right and empowerment

Where

- Changes in USA, Canada, Europe (France, UK, Germany), Case of Nordic Countries
- Role of EU (European Employment Strategy, etc.)

Historical roots

- Introduction of systematic **links** between social protection and labour market participation
- Some degree of activation since the first examples of social policies, e.g. workhouses (Polanyi, 1944);
- Its forms and meanings have deeply changed (for some a coming back to a past work ethic)
- Activation linked to **crisis** → rise of unemployment and social expenditure, tightening of resources

Rhetoric

- Financial retrenchment: but the result of lower generosity is controversial
- Shift: from socialization of risks and collective coverage to individual responsibility and protection
- Macro-economic transformations mainly taken as given, policies consequently reformed.
- From the worker as part of the labour force, to the worker as an individual actor (Touraine, 2000): underestimation of macro-social reasons for unemployment

Emphasis

- Need for an individualized approach
- Decommodification → Re-commodification (against failure in LM and welfare dependency): to have more people at work (macro), fight passive attitudes (micro)

Narratives

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Meanings

- **Different meanings**, according to: national context, ideological framework, field of analysis
- **An umbrella concept**, comprising different approaches and political discourses, policy instruments, regulation and responsibilities.
- **Different terms**: *welfare-to-work, workfare, active policies, activating policies, activation*
- **A transformation that includes**: new social risks; new ways to perceive them; new definitions of actors' responsibilities in producing and facing social problems; new ways to prevent or solve them (van Berkel, 2003)

Some possible differences

- **Broad or Narrow Activation:**
Social Activation or Labour Market Activation (work as a mean or a end)
- **Rescaling process of responsibilities:**
between national, regional and local levels
- **Individualization:** *individual factors, personal and family circumstance, social, economic, institutional context → many differences*
- **Activation or who / what** (individual / system)
- **Degree of Conditionality** (stick and carrot or empowerment) (more or less coercive contractualization) (balance of power) (asymmetry) (reciprocal obligation) (more or less paternalistic)
- **Discretion** of street level bureaucrats

Table 7: Expenditure on Labour Market Policies / LMP (2005)

	LMP in % GDP	active LMP in % GDP	Share of active LMP	Per capita, in PPPs (current prices, in \$)
SE	2,46	1,07	43,5	423,5
NO	1,46	0,62	42,5	350,8
FI	2,79	0,71	25,5	270,2
CH	1,66	0,62	37,4	265,5
FR	2,48	0,66	26,6	266,5
PL	1,28	0,36	28,1	57,7
IT	1,38	0,48	34,8	156,7
ES	2,22	0,65	29,3	211,4

Source: OECD Stats – Labour market programmes.

Table 11: Summary of labour markets and labour market policies

	Source	SE	NO	FI	FR	CH	ES	IT	PL
Labour market situation	Table 1	++	++	+	-	++	-	--	--
Generosity of unemployment benefit	Tables 3-6	+	++	++	++	++	-	--	--
Supply of activation measures	Tables 7-8	++	++	++	++	+	-	-	--
Vignette cases' coverage (activation programmes)	Vignettes, national reports	++	++	+	+	+	-	--	--

Method: Scores have been attributed to rank indicators included in Tables 1, 3-6, and 7-8 from 1 to 8. In other words, the country with the best data has been ranked 1 and the worst 8 (and so on) for every indicator. Then, scores of the indicators in the same area have been summed up to create summary indicators ("labour market situation"; "generosity of unemployment benefits"; "supply of activation measures"; "vignette case coverage"). Final scores (++, +, -, --) have been awarded dividing the summary indicators into four groups having the same range.

(Kazepov 2010)

What happens:

- **Social and Employment policies:**
Collaboration become crucial (vertical and horizontal governance)
- **Non public actors:**
Increasing role for cut costs and flexibility, Growth of third sector, Welfare mix
- **Management:** Increasing complexity and new modes (e.g. New Public Management)
- **Not only hierarchy**

Welfare regime differences:

- **Liberal model:**
workfare (compulsory activation), risk categories, getting recipients into work as quickly as possible
- **Social democratic model:**
longest tradition in activation, increase employability of recipients, contain very high social expenditures, introduction of conditionality
- **Conservative / Corporatist model:**
similar to Social Democratic but latecomer, mixture of punishing and empowering elements
- **Familistic model**
highly fragmented policies, latecomer, insufficient investment (FSE dependency), regional and local variation
- **Transitional cluster**
different paths, from more rigid LM to flexibility, long term unemployment, role of EU, fragmented and minimalist. Many differences.

Scalar dimensions of the organisation of responsibilities and skills:

- **Centrally framed local autonomy** (Sweden, Finland, Norway)
- **Centrally framed policies** (France)
- **Regionally framed policies** (Italy, Spain, Switzerland)
- **Countries in transition** (former communist countries)

Table 1: Financial decentralization in selected European countries, 1974-2000

Year	Coeff. of variation ¹	DK	FIN	NO	SE	DE	CH	FR	ES	IT	UK	PL
1974	37,40	0.40	0.33	0.39	0.41	0.38	0.44	0.15	0.15	0.12	0.23	0.21 ²
2000	30,20	0.44	0.33	0.30	0.41	0.39	0.39	0.20	0.27	0.24	0.14	0.27
Δ	-7,20	0,04	0,00	-0,09	0,00	0,01	-0,05	0,05	0,12	0,12	-0,09	+0,06
<i>Trend³</i>												
2006	+/-	--	-	--	--	+/-	+/-	+	++	++	--	++

+ = More decentralization

- = Less decentralization

Source: Own calculations on International Monetary Fund (IMF) (1972-2002).

(1) The coefficient of variation considers all countries except Poland.

(2) Data on Poland refer respectively to 1985 and 2000.

(3) According to the analysis of the reforms considered in the rescaling project.

- Shift in the understanding of failures on the labour market
- Rhetorical discourses – contradictory or complementary – about combating welfare abuse and empowerment
- Concrete effects controversial and difficult to evaluate:
 - concern the quality of unemployment experience
 - supply-side policies do not affect the stock of available jobs
- A palliative measure?
 - Reduce protection without touching contributory schemes
 - Reduce the life standards of marginalised groups?
 - Blaming marginality?
- Difficult to assess
 - the supra-national level (role of the European Union)
 - the subnational level (decentralization)