

Towards Common Principles of Flexicurity:

More and better jobs through
flexibility and security

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Outline of the Presentation

- Reasons behind flexicurity
- The definition of Flexicurity
- The components of Flexicurity
- Common principles and pathways
- Next steps

Globalisation:

requires more rapid responses from enterprises and workers;

needs new forms of flexibility and security.

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.

Components

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



Common principles (1)

Flexicurity is a means to reinforce the implementation of the Lisbon Strategy, create more and better jobs, modernise labour markets, and promote good work through new forms of flexibility and security to increase adaptability, employment and social cohesion.

Common principles (2)

Flexicurity involves the deliberate combination of flexible and reliable contractual arrangements, comprehensive lifelong learning strategies, effective active labour market policies, and modern, adequate and sustainable social protection system

Common principles (3)

Flexicurity approaches are not about one single labour market or working life model, nor about a single policy strategy: they should be tailored to the specific circumstances of each Member State. Flexicurity implies a balance between rights and responsibilities of all concerned. Based on the common principles, each Member State should develop its own flexicurity arrangements. Progress should be effectively monitored.

Common principles (4)



Flexicurity should promote more open, responsive and inclusive labour markets overcoming segmentation. It concerns both those in work and those out of work. The inactive, the unemployed, those in undeclared work, in unstable employment, or at the margins of the labour market need to be provided with better opportunities, economic incentives and supportive measures for easier access to work or stepping-stones to assist progress into stable and legally secure employment. Support should be available to all those in employment to remain employable, progress and manage transitions both in work and between jobs.

Common principles (5)

Internal (within the enterprise) as well as external flexicurity are equally important and should be promoted. Sufficient contractual flexibility must be accompanied by secure transitions from job to job. Upward mobility needs to be facilitated, as well as between unemployment or inactivity and work. High-quality and productive workplaces, good organisation of work, and continuous upgrading of skills are also essential. Social protection should provide incentives and support for job transitions and for access to new employment.

Common principles (6)

Flexicurity should support gender equality, by promoting equal access to quality employment for women and men and offering measures to reconcile work, family and private life.

Common principles (7)

Flexicurity requires a climate of trust and broadly-based dialogue among all stakeholders, where all are prepared to take the responsibility for change with a view to socially balanced policies. While public authorities retain an overall responsibility, the involvement of social partners in the design and implementation of flexicurity policies through social dialogue and collective bargaining is of crucial importance.

Common principles (8)

Flexicurity requires a cost effective allocation of resources and should remain fully compatible with sound and financially sustainable public budgets. It should also aim at a fair distribution of costs and benefits, especially between businesses, public authorities and individuals, with particular attention to the specific situation of SMEs.



Different pathways

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

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

Next steps

- Implementation within the Lisbon process
- Mission on Flexicurity