**EAPN POSITION PAPER ON**

*Inclusive Labour Markets*

**Introduction**

* Setting of the context – crisis, austerity, deteriorating employment situation – a job at any cost is considered a route out of poverty, and activation is mainly negative, compulsive, with sanctions.
* EAPN work for decent employment and inclusive labour markets (short overview)
* Why is it important to bring it up again / why now – rationale;
* Objective: clarify what, for EAPN, are the steps to follow (pre-requisites) to ensure that labour markets are non-discriminatory and pro-actively welcome excluded groups, providing quality and sustainable employment and social protection.

**Where does the concept mean?**

* Active Inclusion Recommendation (short introduction)
* Explanation and definition of the ILM pillar and where it fits within integrated approaches
* What is our definition – see EAPN Explainer on Quality of Work and Employment
* What are the main obstacles to achieving Inclusive Labour Markets

**Elements of Inclusive Labour Markets**

What is needed to make labour markets inclusive, from the supply and demand side? What is the perspective of people excluded from the labour market?

***1. Personalized, integrated support***

People often face complex obstacles, which are not all employment related, in integrating society and the labour market. A first step is a thorough needs assessment, rooted in each individual’s personal circumstance, and the development of an integrated, personalised pathway to employment, with full ownership and involvement of the beneficiary. Building on the movie and other publications – against conditionality, tight eligibility, sanctions, and other forms of compulsive activation. Examples from NRP report, link to Employment Guidelines, in contrast with AGS, CSRs, LTU.

***2. Job Quality***

A labour market is inclusive if a job pays in the positive sense, if it appeals to workers, by providing adequate pay, sustainability of the contract, employment rights etc. Role of employers and State. Examples from NRP report, link to Employment Guidelines, Eurostat definition of the Europe 2020 employment target, in contrast with AGS, CSRs.

***3. Employment Quality***

A labour market is inclusive if employment quality is ensured throughout an individual’s engagement with the labour market, and transitions are supported by adequate social protection and resources. Role of Public Employment Services and State. Examples from NRP report, link to Employment Guidelines, in contrast with AGS, CSRs.

***4. Universal access to adequate social protection***

Adequate social protection is an essential component of people’s engagement with the labour market and it needs to feature appropriate coverage (not marred by excessive eligibility criteria), duration, and level of benefits, to allow for a life in dignity.

***5. Non Discrimination***

In accessing employment, as well as in the work place. Role of Public Employment services and employers. Examples from NRP report, link to other documents.

***5. Adapted Work Environments and Working Conditions***

For people with an illness or disability, parents are other carers – including reconciliation of private and professional life. Examples from NRP report, link to other documents.

***6. Participation, empowerment, and ownership***

Of the beneficiary in the personal plan, as well as in the broader policy debate, together with their civil society representative. Examples from NRP report, link to other documents.

**Integrated Active Inclusion**

Beyond employment, also social participation, and how decent employment is only part of the equation.

**Conclusions and Recommendations**

**Further Reading: List of EAPN publications**

**Questions for discussion**

1. *What is an inclusive labour market from EAPN’s perspective?*
2. *What are the key obstacles for people in poverty?*
3. *What are the key pre-requisites from the supply and demand side?*