



RECWOWE

Reconciling work and welfare in the EU (2006-2011)

*Job quality in the EU:
Salient issues and key challenges*

OSE-NEUJOBS Round Table
CNT, Bruxelles, 2 July 2013

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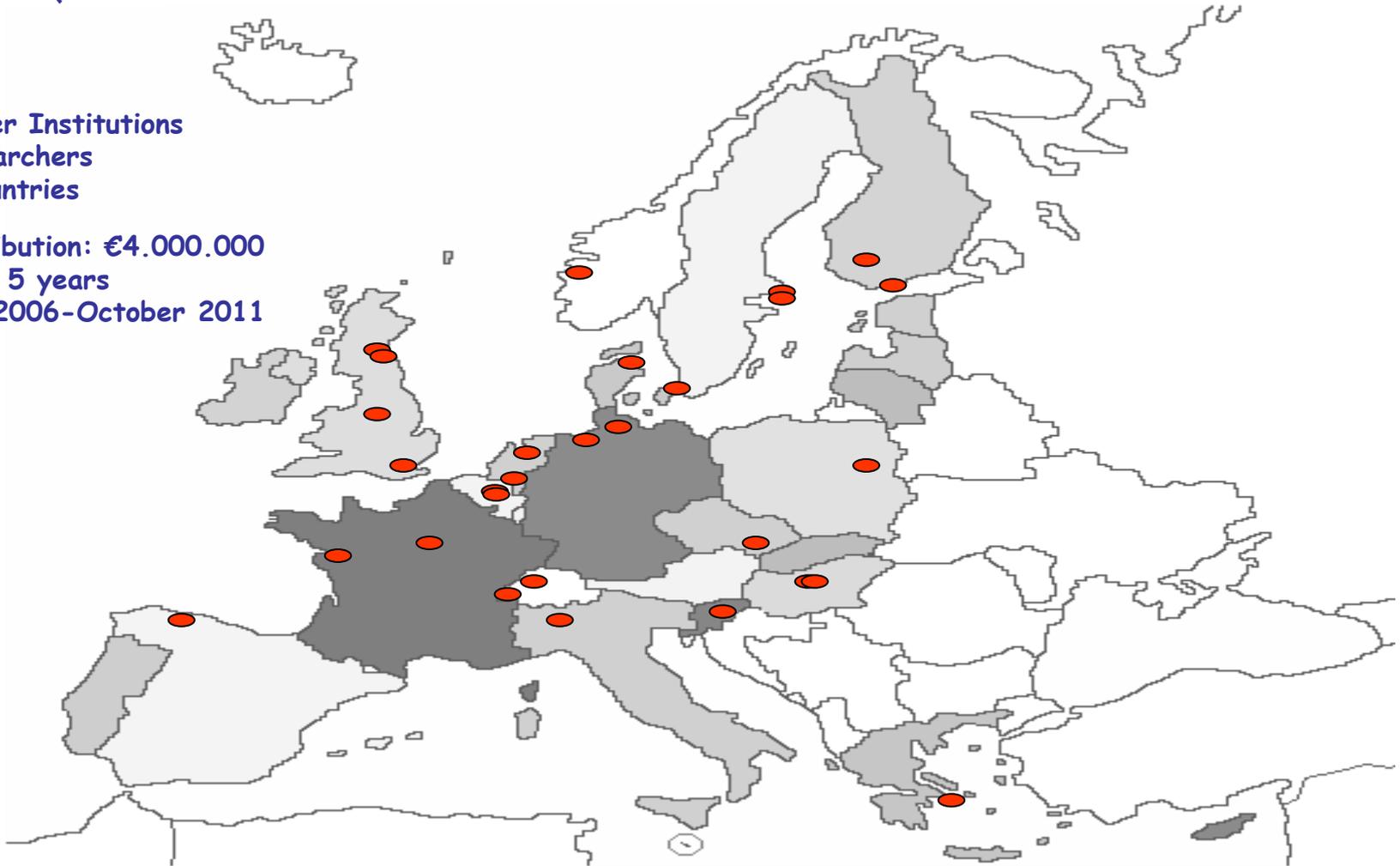
Network of Excellence



Coordinator: Maison des Sciences de l'Homme Ange Guépin (MSHG), Nantes (F)
Network coordinator: Denis Bouget

29 Partner Institutions
180 researchers
In 17 countries

EU Contribution: €4.000.000
Duration: 5 years
October 2006-October 2011



Objectives

- To create a European research network overcoming the fragmentation of existing research on **work and welfare**
- **Analysing tensions** between work and welfare: understanding them and looking for potential solutions
- **Sharing** new knowledge

Action 12
Management Activities
 Decision making & Operational management

Action 05 Data Centre EDAC	Action 06 Cross-strand CSIOGRA	Action 07 Cross-strand INJRA
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Data collection DACO 01	Integrating on-going research IOGRA 01	New joint research projects 01
Data collection DACO 02	Integrating on-going research IOGRA 02	New joint research projects 02
Data collection DACO 03	Integrating on-going research IOGRA 03	New joint research projects 03
Data collection DACO 04	Integrating on-going research IOGRA 04	New joint research projects 04

Action 01 : Strand 1
Flexibility / Security

Action 02 : Strand 2
Family / Work /
Employment regimes

Action 03 : Strand 3
Quantity/Quality of Jobs

Action 04 : Strand 4
Employment friendly
welfare states

Action 08 Plenary conferences
Action 09 PUDISC - Publication and dissemination centre
Action 10 TAC - Training, Summer schools, young researcher seminar, "executives" seminars
Action 11 DIAC - Dialogue Centre: social partners, civil society, policy

INTEGRATING ACTIVITIES

NJRA

SPREADING OF EXCELLENCE



Action 3: Quality and quantity of jobs

Coordinators: Ana M. Guillén & Sonja Drobnic

- Changes in work quality and work orientations:
a comparative and a normative perspective
- Working-poor in the EU
- Job quality and tensions between work and private life
- The Agency Gap: capabilities for worklife balance
- Professional progress of women in Europe: women on boards & executive posts in the EU
- Educational systems and quality of work
- Migrants: work and welfare
- Getting in touch with the social partners

Research results and policy recommendations

Quality of jobs in the EU: concept, data & debates

“More and better jobs” should not become a slogan devoid of meaning because of the present economic crisis

In order to assess the impact of the crisis:

- *Intensify the debate around which indicators should be selected and which efforts should be made to create more adequate data to analyse quality of employment
- *Fight back the focus on quantitative performance. Policies to promote employment should not be selected by their capacity to maximize the registers of indicators but rather by their ability to improve the situation of those citizens that can benefit from them.

Normative perspectives on quality of employment

The framework of social rights still remains incomplete at EU level.

*Establishing a catalogue of rights and freedoms, including the 4 universally acknowledged social rights listed in the ILO declaration.

*Necessity to review EES and OMC in line with the rights recognized at EU level. Rights must shape the way they are conceived through indicators and not the reverse.

In-work poverty in the EU

Present in all EU countries with varying ranges of intensity. Does not decrease even during positive economic cycles.

- *IWP is not only a matter of low earnings, but also of: a) household composition, b) low work intensity (at individual and household level), and c) labour market and social protection institutional settings.
- *Inequalities within the household reflect situations and potential risks of IWP significantly more important for women than for men.
- *Migrants are also more at risk. *Policies should address the issue of “inherited deprivation” (second and third generation migrants).
- *Make-work-pay policies generally have a limited effect on employment, but may reduce IWP.
- *Activation policies seem to integrate the workless into non-standard employment rather than to reduce poverty: need to improve quality of jobs.



Thank you for your attention

Web site:
<http://www.recwowe.eu>