Boosting jobs
The Contribution of European Research
Boosting jobs

The Contribution of European Research

Research projects on employment
supported by the European Union’s
Research Framework Programmes
EUROPE DIRECT is a service to help you find answers to your questions about the European Union

Freephone number (*):

00 800 6 7 8 9 10 11

(*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

LEGAL NOTICE

Neither the European Commission nor any person acting on behalf of the Commission is responsible for the use which might be made of the following information.

The views expressed in this publication are the sole responsibility of the authors and do not necessarily reflect the views of the European Commission.


Cataloguing data can be found at the end of this publication.


doi:10.2777/641886
ISSN:1831-9424

© European Union, 2015
Reproduction is authorised provided the source is acknowledged.

Cover image: © szélléva, 2015
REFLECTIVE SOCIETIES

Development

Democracy

Migration

Youth

Fairness

Inequalities

Growth

Jobs
Creating jobs and reducing unemployment remains a priority for the European Union. Despite the recent strengthening of economic activity progress in the labour market is still modest. The consequences of the financial and economic crisis on employment are yet to be fully addressed. Between 2008 and 2013 the (seasonally adjusted) unemployment rate in the EU-28 increased from 7.0% to 10.8%. More recent Eurostat figures show that since then the situation has improved with the seasonally adjusted rate sitting at 9.5% in July 2015. This translates to approximately 24 million unemployed across Europe, of whom 50% are now long-term unemployed (more than 12 million people or 5% of the active population). At the same time, the situation is very different among Member States. In 2014 the level of unemployment varied from 5.0% in Germany and 5.6% in Austria to 24.5% in Spain and 26.5% in Greece.

The hardest hit include young workers, those in low skilled jobs and people in more precarious working conditions. The deterioration in the labour market situation has had an effect on poverty and social exclusion. In 2013, 122.6 million people, or 24.5% of the population in the EU-28, were at risk of poverty or social exclusion. As with employment, degrees of poverty and exclusion show significant divergence among Member States, with particularly high rates in Bulgaria (48.0%), Romania (40.4%), Greece (35.7%), Latvia (35.1%) and Hungary (33.5%). While at the other end of the spectrum, the lowest shares were recorded in Sweden (16.4%), Finland (16.0%), the Netherlands (15.9%) and the Czech Republic (14.6%). In combination with the labour market trajectories there is thus a risk of a long term divide between better performing countries and those facing profound challenges.

The European Commission has an important role to play in putting employment in a sustainable path and narrowing gaps between Member States. Growth and jobs are at the core of the Commission’s agenda for the next 5 years, while President Juncker has made explicit his vision for achieving a «Social Triple A». The Investment Plan will mobilise investments of at least €315 billion in three years. Additionally, the Commission announced a package of measures to support Member States in getting people, especially the long-term unemployed, into work and promote skills.
DG Research and Innovation supports the Commission’s policies towards boosting growth and employment. Having access to robust data and solid evidence is paramount for the design of effective policy. The EU’s Seventh Framework Programme for research, technological development and demonstration activities and the Horizon 2020 Framework Programme on Research and Innovation finance several research projects on (un)employment and job creation; labour market innovations; vulnerabilities of different groups of workers (youth, women, disabled, migrants); social exclusion and inequalities; quality of work and skills; institutional and social innovations; and policy learning concerning what works, where and why.

This publication presents the most relevant projects in the Social Sciences and Humanities who have taken up the task of addressing the wider issues of employment, growth and inclusion. The projects are a source of ground breaking conceptual work, extensive quantitative comparisons and surveys, profound and in-depth qualitative forays into social challenges and importantly concrete, evidence-based policy recommendations.
Table of contents

1. FP7 projects ........................................................................................................... 11

COPE ......................................................................................................................... 12
CUPESSSE ................................................................................................................. 14
FLOWS ....................................................................................................................... 16
GUSTO ........................................................................................................................ 18
INSPIRES ............................................................................................................... 20
LLLight’in’Europe ................................................................................................. 22
LOCALISE .............................................................................................................. 24
NEUJOBS ............................................................................................................... 26
STYLE ......................................................................................................................... 28
WALQING ................................................................................................................ 30
WorkAble ............................................................................................................... 32
WWWforEurope ................................................................................................. 34
YOUNEX ............................................................................................................... 36

2. FP6 projects ........................................................................................................... 39

EurOccupations .................................................................................................... 40
FeMiPol ................................................................................................................... 42
JobMob and FamLives ....................................................................................... 44
RECWOWE .............................................................................................................. 46
SPREW ..................................................................................................................... 48
WORKS .................................................................................................................. 50
3. Horizon 2020 projects .......................................................................................... 53

EXCEPT .................................................................................................................. 54
GEMM .................................................................................................................. 56
ISIGrowth .......................................................................................................... 58
MOVE ............................................................................................................... 60
NEGOTIATE ....................................................................................................... 62
QuInnE .............................................................................................................. 64
YMOBILITY ....................................................................................................... 66

4. Publications relevant to employment policy .................................................. 69
FP7 projects
Combating Poverty in Europe

Description

Reducing poverty is one of the main challenges for ensuring social cohesion in modern Europe. In this context, Minimum Income Protection (MIP) is one of the main pillars of European welfare states. However, MIP recipients often suffer from multiple social problems. Thus, effective support for their social and labour market inclusion also requires individualised social service support. In COPE we investigated how five European countries (PL, SE, UK, IT, DE) deal with the organisational challenge of providing interlinked social and employment services. The core of COPE’s analysis was to map poverty and social exclusion in Europe, to examine the complex governance structure of European, national and local policies of minimum income schemes, and to assess their impact on beneficiaries.
Outcomes

The results show that the five countries balance multiple goals and different logics, but lean towards one of two types of MIP: they either organise their MIP schemes at the national level, with a strong focus on employability and activation, but with little scope for social work (UK and Germany). Or – in Sweden, Poland and Italy - the role of MIP is to uphold the local social order by supporting those who are in need. Links to Active Labour Market Policies and Public Employment Services are weak and unsystematic.

For local patterns of service integration, the project revealed a very mixed landscape, with cooperation structures ranging from very close links between MIP, unemployment protection and social service like in Dortmund (DE) to parallel systems of MIP and employment services, as for example in Glasgow (UK).

Research at the street-level showed that successful individual support is of course also strongly influenced by financial and staff resources, both of which are often lacking in all systems.
Cultural Pathways to Economic Self-Sufficiency and Entrepreneurship: Family Values and Youth Unemployment in Europe

Description

The CUPESE project is dedicated to the comparative analysis of youth unemployment in Europe. By taking issues related both to the demand and supply sides into consideration, the project aims to obtain a comprehensive picture of the causes and consequences of unemployment among young people. It also aims to formulate strategies and recommendations for addressing this important issue. Eight EU Member States (Austria, Czech Republic, Denmark, Germany, Hungary, Italy, Spain and the United Kingdom) and two Associated Countries (Switzerland and Turkey) represent the primary empirical focus of the project, but other European states will be included in the analysis whenever possible. The project brings together a broad network of researchers and practitioners from the fields of economics, political science, psychology and sociology.
Outcomes

CUPESESE pursues the following main objectives:
• to produce a comprehensive understanding of the supply side of youth unemployment from the perspective of intergenerational transmission of social capital and its influences on economic self-sufficiency and entrepreneurial behaviour;
• to investigate how both supply and demand factors affect unemployment among young adults and the extent to which young people’s attitudes and skills align with employer demands;
• to analyse the long-term consequences of youth unemployment, both with regard to the unemployed as well as for society as a whole;
• to study the effects of labour market policies such as flexicurity, measures to promote business start-ups and entrepreneurship and to assess to what extent these measures have been adopted by European states as tools to fight youth unemployment;
• to formulate policy ideas and strategies for addressing unemployment among young people in Europe.
Impact of local welfare systems on female labour force participation and social cohesion

Description

Since the Lisbon Strategy (2000) it has been a central target for the EU to raise female employment by means of social investment and life cycle approaches to work. In many European countries, however, political authority to formulate and implement social investment provisions rests with local governments (municipalities). The questions thus become:

• Are EU ideas and policies adapted when and implemented by (national or) local governments?

• To what extent do local social investment policies actually help women enter, re-enter or remain in the labour market throughout their life course? These research questions were at the heart of the FLOWS project. The study was based on in-depth analysis of eleven cities in eleven different countries.
Outcomes

Local policy makers are to a very small degree informed about EU’s employment targets and strategies. This gap calls for new types of vertical governance and dialogue between different policy levels if EU policies are to become effective. The employment rate of mothers may be high, even though the provision of day-care institutions is low. This is only possible, however, if women accept part-time work or sometimes precarious jobs. Demand side factors framed by the local economy – rather than supply side oriented social investment – are of major importance for women’s employment. High initial education is very important for women’s employment.
Meeting the challenges of Economic Uncertainty and Sustainability through Employment, Industrial Relations, Social and Environmental Policies in European Countries

Description

The core objective of the project was to establish the full array of policies and practices that govern and distribute protection from economic uncertainty in contemporary European and other advanced societies, particularly in the light of the new instabilities produced by the financial crisis and its aftermath. The aim was to provide both academic research and public policy-makers with detailed knowledge and a classification of policies and their effects. Knowledge derived from the research made possible an appraisal of the achievements and weaknesses of various policy types.
Outcomes

At several points we found possibilities for positive-sum and constructive solutions similar to those of the original Danish and Dutch flexicurity achievements. However, the scope for these is frequently undermined by the central thrust of the neoliberal policy frame, and in particular of European marketization policies. The project argued that it is essential that public policymakers and business interests recognize that the negative externalities of uncertainty, insecurity, anxiety and declining trust that markets can create cannot be resolved through markets themselves - unaided by public policy. Therefore marketization increases rather than reduces the need for public policy and public resources that offset these negative consequences. Possibilities for doing this are undermined by the insistence of EU policy that social policy is just another area in which markets must operate, rather than one in which they should be counter-balanced.
Innovative Social and Employment Policies for Inclusive and Resilient Labour Markets in Europe

Description

The INSPIRES project seeks to contribute to the resilience and inclusiveness of labour markets in European countries. It works to identify innovative policies and to analyse strategies of policy learning that facilitate the development and transfer of these innovations within and across European countries. Looking at labour markets from 2000 onwards, the project examines employment, social policies, and the qualitative and quantitative position of vulnerable groups, defined as groups that experience a higher risk of poverty and social exclusion than the general population. INSPIRES specifically focuses on the position in labour markets of young people (under 25), migrants, disabled people and older workers (over 55). It covers eleven countries from all European welfare traditions: Mediterranean, Eastern European, Anglo-Saxon, Scandinavian and the continental regimes. The project intends to isolate the impact of national policies from the structural demographic, social and economic characteristics of labour market resilience. And to identify processes of policy learning and innovation that occur in the interactions between policy makers, politicians, non-profit organizations, trade unions, business associations and other stakeholders at the European, national and sub-national level.
Outcomes

In its first stages, INSPIRES has been focusing on the impact of the 2008 financial and economic crisis on different vulnerable groups. It has showed that older workers have been able to maintain their employment positions in most countries, but at the expense of youth and migrant workers. INSPIRES has also identified significant differences in the distribution of the consequences of the crisis among different groups. The first analysis of policy learning indicates that the vast majority of policy innovations in the INSPIRES countries cannot be considered as responses to the crisis. Instead, they are part of long-term processes of risk prevention, activation, flexibilisation and adaption of governance structures.
LLLight’in’Europe

http://www.lllightineurope.com

Project reference: 290683

EU contribution:
EUR 2 695 000

From 2012 to 2015

Project coordinator:
ZEPPELIN UNIVERSITY, Germany

lifelong learning • innovation
• complex problem solving skills • human resource development • employability
• returns to skills • policy trails

Description

LLLight’in’Europe investigates the relevance and impact of complex problem-solving skills and lifelong learning on innovation, productivity and employability. Against the background of increasingly complex tasks and jobs, understanding how complex problem-solving skills impact individuals and organizations and how such skills can be supported has important policy implications. LLLight’in’Europe is based on a unique instrument that tests complex problem-solving skills, thus allowing for the first time evidence-based insights into the development of professional and learning paths of employed individuals and entrepreneurs and into the role that cognitive skills play.

The analysis of these skills is enhanced through the contribution of experts from different disciplines: economists who analyse the impact of cognitive skills on wages and growth; sociologists who investigate how public policies can support the development of such skills and of lifelong learning in general; and innovation researchers who track the relationship between problem-solving skills, lifelong learning and innovation at organizational level in the highly-dynamic industry of agribusiness. The result is a multidisciplinary analysis of the process of learning and problem-solving in its different nuances and of the levers which can support the development of these elements for both those who are already employed and for those who are (re)entering the labour market.
Outcomes

LLLight’in’Europe disseminated its results through 21 policy briefs and 7 thematic reports pertaining to the different dimensions analysed in the project. These documents are publicly available on the project website, together with videos on each report. Models of the relationships between complex problem-solving and value creation, innovation and learning as proceeding from the analyses in the project are also available online for individuals and organizations to consult and apply them in their own specific context.
Local Worlds of Social Cohesion: The Local Dimension of Integrated Social and Employment Policies

Description

LOCALISE investigated how different institutional and economic contexts shape local social cohesion policies in France, Germany, Italy, Poland, Sweden and the UK. By social cohesion policies, we mean policies aimed at achieving social inclusion and equal opportunities even for the most disadvantaged groups in society, especially with regard to labour market participation. LOCALISE focused specifically on the question how local public, private and non-governmental organisations deal with the challenge of achieving closer service coordination between different political levels, different types of service organisations, and different – often formerly separated – policy fields (in particular, social, employment and economic policy).
Outcomes

The key message emanating from LOCALISE is that the coherent and effective coordination of employment and social services at the local level is a necessary condition for the social inclusion of vulnerable citizens. However, although some national employment systems in Europe already foresee such a link, this does not necessarily guarantee good implementation at the local level. The following key obstacles to effective local service coordination were identified by LOCALISE:

- A lack of resources and/or opportunities to pool resources among organisations (due to heterogeneous targets and/or fragmented organisational landscapes),
- No clear network leadership, no clear procedural rules,
- No joint inter-organisational objectives (e.g. employability vs. broader social inclusion/‘life first’),
- A lacking autonomy of local public actors in service design.
Creating and Adapting Jobs in the Context of a Socio-Ecological Transition

Description

The objective of the project is to analyse possible future developments in European labour market(s) under the main assumption that European societies are now facing or preparing to face profound transitions (‘megatrends’) that will have a major impact on employment; particularly for some groups in the labour force or sectors of the economy. These natural and societal megatrends will reshape the global conditions for Europe, posing numerous challenges to societies and policy-makers in the area of labour.
Outcomes

NEUJOBS has found that job polarisation is a key contributor to inequality. The concentration of wage growth among high-skilled workers, combined with disproportionate job growth at the upper and lower ends of the skill distribution, has resulted in a more unequal economic environment. Rising demand at the upper and lower ends of the occupational skills distribution took place during the decade from 1998 to 2008. Job polarisation also occurred in 17 out of 25 EU countries between 2000 and 2010 and the trend is expected to continue if no measures to tackle it are taken. Simultaneously, NEUJOBS finds that with the expanding education sector we will see a continuing replacement of low-skilled workers by medium-skilled workers. This means that the medium-skilled might temporarily assume positions for which they are overqualified. The call for policy-makers therefore is to tackle polarisation, as it is likely to increase socio-economic inequalities within societies along lines of ethnicity, gender, age and skill.
Strategic Transitions for Youth Labour in Europe

Description

STYLE examines the obstacles and opportunities affecting youth employment in Europe. It includes 25 research partners, international and local advisory boards of employers, unions, policy makers and NGOs from over 20 European countries. Its central concept is based on a policy performance and learning approach to the challenge of overcoming youth unemployment across different groups. Using a comparative framework that is sensitive to the impact of historical and regional legacies, the project aims to identify where policies are working and why and to show when and how labour market analysis informs policy formulation, implementation and evaluation. This requires a multidisciplinary and internationally comparative perspective as well as a historical analysis of the factors prior to and resulting from the recent economic crisis. STYLE aims to involve a wide range of EU stakeholders to inform research and disseminate results about what works under different institutional conditions.
Outcomes

- To achieve a critical mass of multimedia resources in collaboration with stakeholder communities;
- to provide a critical evaluation of country performance and policy transfer mechanisms;
- to examine the consequences of skills mismatch and migration for young Europeans;
- to evaluate business start-ups and self-employment for young people;
- to assess how family legacies affect youth transitions to economic independence;
- to voice the values and aspirations of vulnerable young people;
- and to critically analyse flexicurity regimes and advance our knowledge base by publishing an International Handbook on Strategic Transitions for Youth Labour in Europe.
Description

The Walqing project addressed the aim of EU policy to create ‘more and better jobs’. Although employment has expanded in Europe from 2000 to 2007, roughly half of this growth occurred in areas with problematic working and employment conditions. Walqing investigated the quality of these jobs, their impact on employees’ quality of life and the conditions for the development of ‘better’, high-quality jobs.
Outcomes

Approximately half of the job growth in Europe after 2000 consisted of jobs with below-average job quality. The “new and growing” sectors in Europe have certain features in common: They are labour-intensive services that are spatially distributed. They feature comparatively low wages, physically hard work, low and misrecognised skills and patchy to low unionisation. Additionally, they are structured by strong gender and ethnic segmentation. Through the accumulation of disadvantages, they reiterate social vulnerability, health risks or discontinuous employment.

Nevertheless, favourable configurations of pay, work quality and professionalisation are possible. They are contingent on inclusive employment regimes and an active social partnership supported by policy that is capable of maintaining and developing standards of training, and creating secure and continuous employment that is sustainable over the life course.
Making Capabilities Work

Description

WorkAble provided knowledge on how to enable young people to succeed in European labour markets and to actively shape their own development. It assessed the political and institutional strategies aiming to cope with the high rates of youth unemployment and dropping out of school and upper secondary education. Applying the capabilities approach, WorkAble explored how educational strategies are implemented and assessed whether and how they enable young people to convert knowledge, skills and competencies into labour market capabilities. 13 partners from different disciplines in ten European countries collaborated closely in a multidimensional research process. They followed a three-phase research design:

- a comparative institutional mapping and analysis of vocational and labour-market policies in all educational regimes
- case studies to reconstruct the conceptions, aspirations and practices of local actors who implement educational and training programmes and of the young people who attend them
- quantitative secondary analyses of national and European longitudinal data to reveal how effectively these strategies close the capability gap for young people.
Outcomes

WorkAble produced a series of recommendations for stakeholders and politicians, including appropriate training and education strategies that can enable young persons to cope with economic and social challenges. It created a new wide-ranging theoretical understanding of the conditions for the functioning of educational and welfare systems in Europe. In addition, it contributed to expanding young people’s capacity to act as full citizens while also developing transversal and integrated economic, educational and social strategies for closing the capabilities gap.
Welfare, Wealth and Work for Europe

Description

The overall objective of WWWforEurope is to provide evidence-based analyses serving public policy making aimed at promoting a socio-ecological transition to a sustainable, low-carbon economy. This involves deriving policy instruments for shifting Europe to a new high road path, and determining the institutional changes as well as policy instruments needed at all policy levels. The vision shaping the final outcome of the project is that of Europe becoming a role model for implementing a new high road strategy which actively incorporates social and environmental goals, employment, gender and cultural aspects in an ambitious, forward looking way while proving competitive in a globalised world. The project underlines the need for change, looking for existing best practice and experience and revealing obstacles and feedbacks.
Outcomes

The expected outcome will be an analysis of the deficiencies of the current European path, the definition of the main elements of a socio-ecological transition, and the identification of the instruments and policy changes needed to embark on a high road strategy. The consequences, synergies and trade-offs involved in this large-scale transition will be analysed with regard to its impact on welfare, work and the environment. A new growth path or even a new European Role Model could and should be «marketed» to neighbouring countries and even used for policy design world-wide, e.g. within the G-20, thus mitigating global problems (like climate change) and limiting the danger of low-cost competition through adoption of low social standards. A comprehensive social system and ecological excellence in Europe, if well designed, could ultimately be a comparative advantage instead of a barrier to growth and a desirable social development.
Description

YOUNEX put forward new insights on the social and political exclusion of unemployed youth, analysing its causes, processes and perspectives for change and social integration. It generated a new body of data on the young unemployed (in particular those in long-term unemployment) and on precarious youth through:

• a multidimensional theoretical framework that combines macro-level, meso-level, and micro-level explanatory factors and takes into account various dimensions of exclusion such as social and political exclusion or individual well-being
• a cross-national comparative design that includes European countries with different institutional approaches to unemployment (France, Germany, Italy, Poland, Sweden, and Switzerland)
Outcomes

Results of individual surveys revealed that long-term unemployed young Europeans can be described as politically uninterested rather than politically excluded. They are not a homogenous group and differ in a range of areas. Qualitative in-depth interviews offered significant insights, especially in terms of how young people cope with their situation and on what the impact of unemployment on social and political exclusion is. An analysis of related EU policies has also been carried out, revisiting relevant policy agendas, initiatives and recommendations by institutions in Europe. In addition, an organisational survey showed that civil society organisations (CSOs) are particularly adept at supporting the integration of unemployed youth and therefore represent an important vehicle for achieving it.
2.
FP6 projects
Developing a Detailed 8-Country Occupations Database for Comparative Socio-economic Research in the European Union

Description

The EurOccupations project aimed to build a publicly available database containing the most common occupations for use in multi-country data-collection. It covered 8 countries: Belgium, France, Germany, Italy, Netherlands, Poland, Spain, and United Kingdom. Deliverables are downloadable at:
http://www.wageindicator.org/main/Wageindicatorfoundation/projects/euroccp
Outcomes

EurOccupations developed a database with a source list of 1,594 occupational titles (ISCO-08 classified), country-specific translations and a search tree to navigate through the database. The project investigated the similarity of 150 occupations selected from the source list, focusing on job descriptions, task lists, required skill levels, and competencies. Information was gathered via existing databases and through experts. The research team developed tools, such as a procedure for drafting new task lists, a procedure for expert data collection, a web-survey on occupations for experts, and CASCOT software for coding job titles. It has produced research papers about occupational classifications, the occupational structure in Poland, social stratification, gender and skill bias in the Database, and the principles of the Database.
Integration of Female Immigrants in Labour Market and Society: Policy Assessment and Policy Recommendations

Description

The project explored and analysed the impact of integration policies on the position of migrant women within EU countries. On the basis of an agency sensitive biographical evaluation of policy, the project formulated a range of recommendations for better policies aimed at the integration of female migrants. Biographical interviews with female migrants enabled the research team to analyse the participation of female migrants in work relations, their involvement within social networks, their cultural and work experiences, as well as the role of policy in their experience and long term biographical plans. Narrative interviews were conducted with policy makers and representatives of organizations involved in policymaking and implementation. The analysis covered eleven European countries: Cyprus, France, Germany, Greece, Italy, Poland, Portugal, Slovenia, Spain, Sweden, and the UK.
Outcomes

The results of FeMiPol called into question the opposition of social exclusion and integration and provided insights into the integration dynamics. The paradoxical coexistence of integration, irregularity and exclusion was observed while investigating the way migrants coped with irregularity. FeMiPol resulted in the following recommendations:

- Create immigration channels in order to offer chances of legal immigration and limit informal labour markets;
- Revise policies which downsized the welfare system, such as reduced support for the unemployed and limited care provisions, with simultaneous decoupling of integration policies and control objectives;
- Enable utilisation of human capital and educational resources, through the offer of language courses;
- Revaluate, formalise and professionalise domestic and care work and open options for women wishing to exit the sector;
- Empower migrant women working in prostitution through the provision of rights;
- Combat trafficking and safeguard human rights by empowering victims’ position through provision of rights.
Job Mobilities and Family Lives in Europe: Modern Mobile Living and its Relation to Quality of Life

Description

The research project examined the relevance, diversity, causes and consequences of work-related spatial mobility in Europe. A representative survey was carried out in France, Germany, Spain, Poland, Switzerland and Belgium in 2007: a total of 7,220 people aged 25 to 54 were interviewed. The project distinguished between relocation mobility referring to international migration (across borders) and internal migration (moving long distances within a country) and circular mobility referring to daily and weekly long distance commuting, long distance relationships, and frequent overnight business travels.
Outcomes

Work-related spatial mobility is a widespread phenomenon in today’s European societies. Among the working population, about one out of six people is currently highly mobile for work-related reasons. Moreover, about one third have had past experiences with high mobility in the course of their careers. The highest current rate of mobility can be found in Germany (19%), the lowest in Switzerland (13%). Circular mobility (about two thirds) is more frequent than relocation mobility (about one third). The most common form of mobility is long distance commuting. Higher rates of mobility can generally be found among young people, university graduates and men. Besides facilitating work-related mobility which is a worthwhile endeavour for several reasons, EU policymakers also have to address its potential negative consequences such as postponing family development, complicating social engagement and at times reducing subjective well-being.
Description

The objective of RECWOWE was to create an interdisciplinary integrated European research network, overcoming the fragmentation between labour market and welfare state research.

The research activities focused on the tensions between work and welfare and the strategies for managing or resolving them. In particular the project examined tensions between:

- employment flexibility and security;
- family life, work and welfare regimes;
- the quantity and the quality of employment;
- old welfare states and new types of employment.
Outcomes

Recwowe successfully established a network of knowledge which investigated various types of tension inherent in the dynamic between work issues and welfare – with a particular focus on labour market considerations and social security issues. The project built the European Data Centre for Work and Welfare database and in parallel studied sociopolitical aspects in relation to welfare states and labour markets. Another important project milestone was the promotion of new partnerships between different disciplines and experts from different regions. Results were published in a Working Papers Series, and in twenty five books (Palgrave Macmillan, OUP, P.Lang, etc.), or special Issues.
Generational approach to the social patterns of relation to work

Description

The overall objective of the project was to examine the factors leading to solidarity or tensions in intergenerational relations, in the specific area of work. It intended to provide a better and updated understanding of the relation that diverse generations have with work, and to analyse the policy challenges and implications of these changes.

The key objectives of the project were:
- to draw out social patterns of relation to work for different generations, including the gender and ethnic dimensions;
- to study articulations with other societal fields (family formation and lifestyles, intergenerational relations, social cohesion);
- to develop awareness of public authorities and social actors on the generational dimensions in the relation to work and employment;
- to draw out guidelines for youth policies and ageing policies in this area.
Outcomes

SPReW research confirmed the diversification of patterns of relation to work and the trend towards increased expectations regarding work. It also demonstrated that age is not the foremost variable that shapes these patterns; gender and education also appear as key variables. The research also highlighted the role of institutional factors (education system, the family, the labour market regulation, the welfare state model, the type of capitalism) in drawing boundaries among age groups. With few differences among countries, the consortium identified three generations of workers which are diversely positioned in the labour market and which also show different work cultures and expectations. Young people (< 30) are more exposed to precariousness and unemployment but they benefit from positive educational and digital differential; they ask for more social protection and higher income but also for more freedom and opportunities of self-development. The adult generation (30 to 50) usually enjoys a stable position in the labour market but it is more exposed to the difficulties related with keeping together career expectations and family care. This generation asks for social and company support to better reconcile work and family but also for life-long learning measures. The elder generation (> 50) – when they are still at work – enjoy the best wages and security and the highest representation by trade unions but they are the most exposed in case of company restructuring because of deskilling. They ask for recognition of their experience but also for the removal of constraints in working conditions.
WORKS

http://www.worksproject.be

Project reference: 006193

EU contribution:
EUR 3 800 000

From 2005 to 2009

Project coordinator:
RESEARCH INSTITUTE FOR WORK AND SOCIETY, KU LEUVEN, Belgium

social changes • sociology of labour • involving society

Work organisation and restructuring in the knowledge society

Description

WORKS aimed at improving our understanding of the major changes in work in the knowledge-based society. Taking account of global forces and regional diversity within Europe, the project investigated the evolving division of labour within and between organisations and the related changes at the workplace. The implications for the use of skills and knowledge for flexibility and for the quality of work (as well as the impact on occupational identities, time use and learning of individuals) were investigated in a comparative perspective.
Outcomes

The research goals were achieved through the following means:

- Integrating the knowledge on work changes in the knowledge-based society
- Assessing, improving and furthering the exploitation of existing quantitative data sources of the National and European Statistical System; including the development of a roadmap and related initiatives for more convergence of instruments to measure changes in work on the European level
- Innovating the knowledge on changes in work and quality of life by carrying out qualitative research on work organization, use of knowledge and skills and quality of working life in selected business functions
- Innovating the knowledge on the implications of changes in work for the knowledge-based society by conducting qualitative empirical research at the individual and household levels
3.
Horizon 2020 projects
Social Exclusion of Youth in Europe: Cumulative Disadvantage, Coping Strategies, Effective Policies and Transfer

Description

The youth labour market was especially hit by the economic crisis of 2008 and its aftermath, which had detrimental effects on the social cohesion of our societies. Against this background, the aim of this interdisciplinary and internationally comparative project is to provide a comprehensive understanding of the consequences of youth labour market vulnerability for risks of social exclusion in Europe. A multidimensional dynamic perspective on both objective and subjective dimensions of the social exclusion of young people is adopted in order to identify the complex interrelationships and potential risks of cumulative disadvantages and possible compensatory mechanisms. We address three broad dimensions: implications of labour market insecurities for youth’s risk of poverty and material deprivation, their subjective well-being and health status, and their ability to achieve independence from parental home.
Expected outcomes

The aim of this project is to provide an understanding of the consequences of youth labour market vulnerability. We search to understand how disadvantaged youth perceive their situation and try to cope in different economic, institutional and cultural environments. We investigate youth social exclusion in national contexts and assess policies addressing it. A central objective of this project is to learn about examples of best practices and provide suggestions for reforms and policies that help improve the social situation of young people.
Growth, Equal Opportunities, Migration & Markets

Description

This project addresses the challenges and barriers that European countries face in managing the mobility of people. For markets to function optimally, we identify two migration-related drivers of growth: the efficient use of existing human capital and managing mobility of human capital both from within and from outside Europe. A key barrier for these growth drivers is ethnic inequality. Inequality can be a result of the skill composition and resources of the migrant population, but also of markets not functioning optimally (for example due to ethnic discrimination, or institutional arrangements that affect the flexibility of the labour market).
Expected outcomes

- To outline the factors related to the successful labour market incorporation of migrants;
- To contribute to the scholarly knowledge of the causes of discrimination, by carrying out a cross-national analysis of ethnic discrimination in the European labour market;
- To better understand the ability of EU societies to attract human capital by capturing the ‘lived’ experiences of mobility and migration;
- To analyse how institutional arrangements can reduce ethnic inequality and enhance the two drivers of growth in order to realise a competitive and innovative European labour market;
- To formulate a set of policy lessons informed by empirical evidence and our own analyses of institutional arrangements.
ISIGrowth

Project reference: 649186

EU contribution:
EUR 2 848 610

From 2015 to 2018

Project coordinator:
SCUOLA SUPERIORE SANT’ANNA, Italy

Description

The project addresses the following clusters of cross-cutting themes:

- Patterns of innovation; structural change; financialisation; inequality; growth.
- Globalisation; the importance of manufacturing; climate-change and green revolution; links between innovation, demand generation and employment.

The general idea is to have ensembles of policies (science and innovation policies, mission-oriented industrial policies, competition, fiscal and monetary policies) and institutional changes which interconnect in order to promote innovation-fuelled, sustainable, socially inclusive growth.
Expected outcomes

The expected outcomes of ISI-Growth are twofold.

Firstly, to provide novel and comprehensive diagnostics of the relationships between innovation, employment dynamics and growth in an increasingly globalised and financialised world economy.

Secondly, to elaborate policy scenarios in order to deliver a coherent policy toolkit to achieve the Europe 2020 objectives of smart, sustainable and inclusive growth.
Mapping Mobility – Pathways, Institutions and Structural Effects of Youth Mobility in the EU

Description

The overall ambition of MOVE is to provide a research-informed contribution towards an improvement of the conditions of the mobility of young people in Europe and a reduction of the negative impacts of mobility. The main research questions are: how can the mobility of young people be ‘good’ both for socio-economic development and for the individual development of young people? And what are the factors that foster or hinder such beneficial mobility?

Based on an interdisciplinary and multi-level research approach, the project aims to
• carry out a comprehensive analysis of the phenomenon of mobility of young people in the EU
• generate systematic data about young people’s mobility patterns in Europe based on qualitative case studies, a mobility survey and secondary data analysis
• provide a quantitative integrated database on European youth mobility
• offer a data-based theoretical framework in which mobility can be reflected.
Expected outcomes

The overall ambition of MOVE is to generate detailed and systematic knowledge about the complexities of young people’s mobility patterns on an individual and socio-structural level. Most of the existing analysis looks at reasons and future purposes of young mobile and non-mobile people and attempts to identify the underlying reasons why young people are or are not mobile. This presupposes that mobility is the better way for socio-economic development and young people. MOVE goes beyond the results of the current state of research by asking how mobility can be ‘good’ both on the individual/family and the socio-economic level, and what the factors that hinder such a beneficial mobility are.
NEGOTIATE

http://www.negotiate-research.eu

Project reference: 649395

EU contribution: EUR 2 476 614

From 2015 to 2018

Project coordinator: OSLO AND AKERSHUS UNIVERSITY COLLEGE OF APPLIED SCIENCES, Norway

youth unemployment ● job insecurity ● financial crisis ● multi-level governance ● social resilience

Negotiating Early Job Insecurity and Labour Market Exclusion in Europe

Description

NEGOTIATE is a research project examining the long and short-term consequences of job insecurity and labour market exclusion of young people. NEGOTIATE moves beyond the state-of-the-art by investigating the linkages between macro and micro levels in shaping the consequences of early job insecurity and youth unemployment. While overall labour market processes and a severe employment crisis currently define the macro level, the micro level is characterised by young adults who display great variation in terms of opportunities to access public and private support and influence their job prospects. NEGOTIATE examines the relationship between young people’s subjective and objective negotiating positions across economic and social dimensions affecting labour market integration and social inclusion. It approaches this topic in a trans-disciplinary and comparative manner. The project is informed by the concepts of resilience, capability, active agency and negotiation. These are combined with methodological innovation (life course interviews and vignette experiments) and cross-cutting policy analyses.
Expected outcomes

NEGOTIATE will deliver new and gender-sensitive knowledge about the short and long-term consequences of early job insecurity. Through the active involvement of national and European stakeholders – including young people – NEGOTIATE will contribute to more effective policies, thus maximising impact from a societal as well as a scientific perspective. Our strategy is to observe the present, learn from the past and project the future in order to inform policies that help prevent early labour market exclusion and adverse effects of job insecurity in the short and long term, thereby bringing Europe closer to the Europe 2020 goals.
Description

QuInnE investigates how job quality and innovation mutually impact each other at the organisation level, and what employment outcomes result from this interaction. The interaction between job quality and innovation is investigated as potentially mutually supportive.

Job quality is a multi-dimensional concept covering various aspects of work organisation and the terms and conditions of employment. Drawing on the Oslo Manual, both technical and non-technical innovations are investigated, with an emphasis on organisational innovation.

Through quantitative analyses and qualitative organization-level case studies, the factors and also the mechanisms and processes by which job quality and innovation impact each other are identified. The effects of this interaction between job quality and innovation are then analysed in terms of employment outcomes. The latter are then tracked in terms of their impact on social inclusion and inequality.
Expected outcomes

QuInnE will produce three main outcomes:

• new scientific understanding of the innovation-job quality-employment dynamic;
• new diagnostic and developmental tools to monitor, measure and improve this dynamic at the firm and workplace level as well as approaches to analysing this dynamic at the national level - which directly feeds into the third outcome;
• evidence-based advice on developing policy to boost innovation and economic and employment growth in the EU, along with an awareness of ensuing impacts on social inclusion and inequality.
YMOBILITY

http://www.ymobility.eu

Project reference: 649491

EU contribution: EUR 2 450 368

From 2015 to 2018

Project coordinator:
SAPIENZA UNIVERSITY OF ROME, Italy

youth mobility • human capital • regional development • scenarios • migration policies

Youth Mobility: Maximising Opportunities for Individuals, Labour Markets and Regions in the EU

Description

YMOBILITY aims to identify and quantify the main types of international youth mobility in the EU and their key characteristics. Its goal is to: understand what determines individual participation in international mobility (as a result of personal and professional development strategies); examine motives, migration channels and information sources; analyse individual outcomes in terms of employability and careers, but also non-economic terms; study the economic, demographic and cultural impacts on origin and destination regions; differentiate between short-term and long-term outcomes in terms of return migration and future intentions to migrate; and identify implications for migration, education and housing policies.

The research will focus on 9 countries representing different contexts for youth mobility: Romania, Slovakia, Latvia, the UK, Sweden, Germany, Italy, Ireland and Spain. The team will use existing secondary data for the whole of the EU, but will mainly rely on primary quantitative data (large-scale surveys) and qualitative data (interviews). The policy analysis will be informed by interviews undertaken with key informants. Experimental methods will be used to assess how individuals will respond to different scenarios of future economic and social change.
Expected outcomes

YMObILITY will identify the outcomes of youth mobility for individuals in terms of their lifelong portfolio of skills and competences, their social welfare and health, and the formation of more European and/or cosmopolitan identities. It will analyse the regional implications of youth mobility for both sending and destination regions, taking into account emigration, return migration and circulation, and social remittances. It will provide typologies of how individuals would respond to future scenarios and the resulting regional implications. It will also provide recommendations for policies that will help maximise the opportunities and minimise the costs of youth mobility for individuals, labour markets and regions.
Publications relevant to employment policy
An ever closer union among the peoples of Europe? - Rising inequalities in the EU and their social, economic and political impacts

The Treaty on European Union is based on an ‘ever closer union among the peoples of Europe’. Scientific research in social sciences and the humanities funded by the European Commission under the Seventh Framework Programme shows that socioeconomic inequalities have generally increased in the EU over the last 20 years. A dual trend in inequalities has been observed during periods of economic growth as well as since the onset of the financial and economic crisis in 2008.

First, inequalities reinforce the exclusion of already fragile citizens, trapping them into lives of exclusion from an early age. This issue triggers many questions as to what models of economic policy the EU should adopt and how these models should be combined with stronger social policies in favour of inclusion and solidarity. Second, rising inequalities threaten the quality of our democracies in Europe. Democracies thrive on equal treatment, proper regard to merit and opportunities for the excluded and the poor to live better lives.

To ensure these rights, the EU needs to develop and implement targeted public policies in areas such as education and employment. This publication is aimed at supporting the agenda for jobs, fairness and democratic change put forward by Jean-Claude Juncker and the newly appointed European Commission.


http://ec.europa.eu/research/social-sciences/pdf/policy_reviews/ki-na26814enc.pdf#view=fit&pagemode=none
Their Future is Our Future: Youth as Actors of Change

In the context of the changing demographic structure of society, Europe’s future prosperity and sustainability largely depend on its ability to take advantage of the potential of all generations. In times of economic and financial crisis in particular, Europe needs a strong young generation to be a driver of sustainable and inclusive growth that will ensure long-term development. Youth represents the backbone of future Europe and we need to prepare the generation that will lead and support the EU in 2040 and after. This publication gives an overview of the most relevant projects on youth and youth-related policies. The results of these projects are highly relevant for the new Juncker Commission agenda on «Jobs, Growth, Fairness and Democratic Change», and in particular relevant for the EU Youth Strategy, as the research aims to ensure the full participation of youth in an innovative, inclusive, sustainable and democratic Europe. Thus, they provide solid suggestions as to how EU and national policies can most adequately address the challenges faced by young people today, and how to set the EU on a course for a better future.

Download in English: http://ec.europa.eu/research/social-sciences/pdf/project_synopses/kina27205enc.pdf#view=fit&pagemode=none

Download e-pub version: http://ec.europa.eu/research/social-sciences/index.cfm?pg=library&lib=project_synopses
Economic growth has a top priority on the agenda of European economic policy. Since the 2008 economic crisis, Europe’s growth performance has been sluggish and incapable of reaching the level of growth in the USA, which has recovered much faster from the economic crisis. The low growth and high unemployment in Europe has negative effects on the lives of European citizens and on European states. It has entailed increased inequality and raised new sustainability issues. However, at the same time, Europe’s growth pattern has experienced important qualitative changes as Europe has become more knowledge based and globalised, and solving the current challenges provides new growth opportunities, as social innovation shows.

This publication presents those FP7 SSH research projects, which took up the task of understanding the (lack of) European growth dynamism and Europe’s readiness to enter into a new and sustainable growth path. Understanding the reasons for Europe’s relatively weak productivity performance and weak investment in R&D, innovation and other intangibles as well as lack of knowledge-intensive firms provide insights necessary for designing better and more targeted European growth and job creation policies. Research has also taken up the European risk capital markets as a necessary condition for growth as well as the role of social innovation and creativity as a source of job creation and inclusive growth.

Download in English: http://ec.europa.eu/research/social-sciences/pdf/project_synopses/kina27336enn.pdf#view=fit&pagemode=none

Download e-pub version: http://ec.europa.eu/research/social-sciences/index.cfm?pg=library&lib=project_synopses
Adult and continuing education in Europe: Using public policy to secure a growth in skills

Adult and continuing education has the dual function of contributing to employability and economic growth, on the one hand, and responding to broader societal challenges, in particular promoting social cohesion, on the other. Companies and families support important investments that have, to date, ensured important growth in both skills and the ability of the European population to innovate. Thanks to this commitment, Europe today has a wealth of organisations specialising in adult and continuing education. The sector has grown in importance, both as an increasingly significant player in the economy and in view of its capacity to respond to the demand for learning by the knowledge economy. As this book shows, adult and continuing education has a critical role to play in ensuring Europe copes with the phenomenon of education exclusion that, repeated year after year, generation after generation, undermines social cohesion and the growth of employment. Public policies must respond to two strategic challenges: to encourage the propensity to invest in adult and continuing education and to guarantee the reduction of educational exclusion.


http://ec.europa.eu/research/social-sciences/pdf/policy_reviews/ki-na25943enc.pdf#view=fit&pagemode=none
New skills and jobs in Europe: Pathways towards full employment

The Europe 2020 employment strategy and, in particular, its initiative on ‘an agenda for new skills and jobs’ aim to support the full employment goal of the Lisbon Treaty. In a context of growing challenges for employment policies in Europe, this report questions current approaches and calls for increased policy learning amongst EU Member States. The report argues that there is room for improvement in employment policies in Europe. It emphasizes the importance of improving access to education, developing more transversal skills and balancing job security and flexibility.


HOW TO OBTAIN EU PUBLICATIONS

Free publications:
• one copy:
  via EU Bookshop (http://bookshop.europa.eu);
• more than one copy or posters/maps:
  from the European Union’s representations (http://ec.europa.eu/represent_en.htm);
  from the delegations in non-EU countries (http://eeas.europa.eu/delegations/index_en.htm);
  by contacting the Europe Direct service (http://europa.eu/europedirect/index_en.htm) or calling 00 800 6 7 8 9 10 11 (freephone number from anywhere in the EU) (*)

(*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

Priced publications:
• via EU Bookshop (http://bookshop.europa.eu).
The Social Sciences and Humanities comprise a range of scientific disciplines examining the relations between humans in their societal contexts. While the Humanities deal particularly with history, culture and various forms of human behaviour, Social Sciences tend to focus on the social interactions of individual human beings and groups. They address questions such as: How do people live and work together in contemporary societies? Why do individuals organise themselves into communities and want to share the same future? What do Europeans think about globalisation and how do they react to it? Why and how do citizens engage in or abstain from electoral and other forms of political participation?

Addressing such far-reaching questions, the Social Sciences and Humanities play a critical role in anticipating and accompanying the evolution of societies, while satisfying humanity’s deep-rooted interest in reflecting on life. Consecutive European Union Framework Programmes for Research have acknowledged the significance of Social Sciences and Humanities research and have supported it at EU level over the past decades. Horizon 2020 recognises Social Sciences and Humanities (SSH) as an ensemble of separate disciplines and highlights their particularly high aptitude to fruitfully collaborate with other disciplines in tackling major societal challenges.

Project information