

Sustainable work: the role of social systems in accompanying men and women careers and covering risks over their life.



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Plan



1. The classical EU and international conception of social protection
2. A renewed conception of social protection

1. The classical EU and international conception of social protection



- The implicit underlying norm
- The classical design
- An outdated norm

The implicit underlying norm 1945



- Typical work
 - full time,
 - for a sole and clearly defined employer
 - on a clearly defined and unique workplace
 - standard (fix and predictable) working hours
- Typical career trajectory
 - same employer
 - linear career and wage progress
- Traditional household
 - heterosexual,
 - married
 - specialisation and complementarity of gender roles, with male breadwinner

The implicit underlying norm 1945



Inspired by social justice consideration

⇒ redistribution of time and money aiming at :

- fulfilling basic living needs and living standards
- reducing uncertainty
- Reducing poverty, inequalities and social dualisation in general

= « INVARIANT » (we can keep it as guiding principle)
« *dernier lieu où la société négocie avec elle-même* » (Ewald)

The classical design : risks



- ILO Conv 102 on social security (1952) :
 - Comprehensive definition of “*social security*” (nine branches)
 - Minimum standards for each branch
 - **Substitutive** vs **Supplementary** benefits
- 1. **Access to medical care**
- 2. **Sickness**
- 3. **Unemployment**
- 4. **Old age benefit**
- 5. **Employment injury**
- 6. **Family benefit**
- 7. **Maternity benefit**
- 8. **Invalidity benefit**
- 9. **Survivor's benefit**

The classical design : risks



VERTICAL EXTENSION :

- Preventive social policies (health, full employment etc)
- Social assistance

HORIZONTAL EXTENSION :

Any form of redistribution aimed at ensuring individual economic security

➤ other risks (comparative approach) : housing, family leaves, activation techniques etc

The classical design : risks



•Council Rec 92/442/EEC : functional definition (« ***social protection*** » objectives) – but still organised around the ILO list of risks

- a)to guarantee a level of **resources** in keeping with human dignity;
- b)to give any person the chance to benefit from the system for the protection **of human health**;
- c)to help to further the **social integration** of all persons and the **integration into the labour market** of those who are in a position to exercise a gainful activity;
- d)to provide employed workers who cease work at the end of their working lives or are forced to interrupt their careers owing to sickness, accident, maternity, invalidity or unemployment, with a **replacement income**;
- e)to examine the possibility of introducing and/or developing appropriate social protection **for self-employed persons**.

The classical design : techniques



- Main instrument = mutualisation (cash benefits)
 - replacement benefits (illness, unemployment, old age, etc)
 - complementary benefits (children allowances, healthcare)
- But « public service » also possible
(for healthcare – beveridgian conception of social security, and employment services f.i.)

An outdated social norm



- **Economic trends**
 - globalisation
 - crisis
- **Technological trends :**
 - genetical mindset (individualisation and predictability of trajectories)
 - NTIC
- **Demographic trends**
 - lone parents
 - women education and labour market participation
 - lone people
 - ageing,
 - increasing social dualisation, weakened middle-class etc

An outdated social norm



- Working changes

- flexible time/ place
- flexible contracts
- employer difficult to identify
- undertaking difficult to grasp
- precarious employment status

etc

+ new focus of attention (climate, mobility, sustainable development etc)

An outdated social norm



Uncertainty and precariousness characterizes various dimensions of life course

⇒ « ***Sustainable and inclusive work*** » => need for specific and reliable social protection mechanisms

2. A renewed conception of social protection



- Bringing new normative concepts into the picture
- Thinking out of the box : a new social protection design
- Inspiring social protection avenues

Shedding a different light on the picture by using a renewed normative framework



Gender approach:

- ▣ challenges the implicit legal and social male norm
- ▣ Stands for a fair share of care and domestic responsibilities, instead of sexual division of tasks based on « complementarity »
- ▣ Opposes the household as unit of reference for social security. Instead focus on the individual

Shedding a different light on the picture by using a renewed normative framework

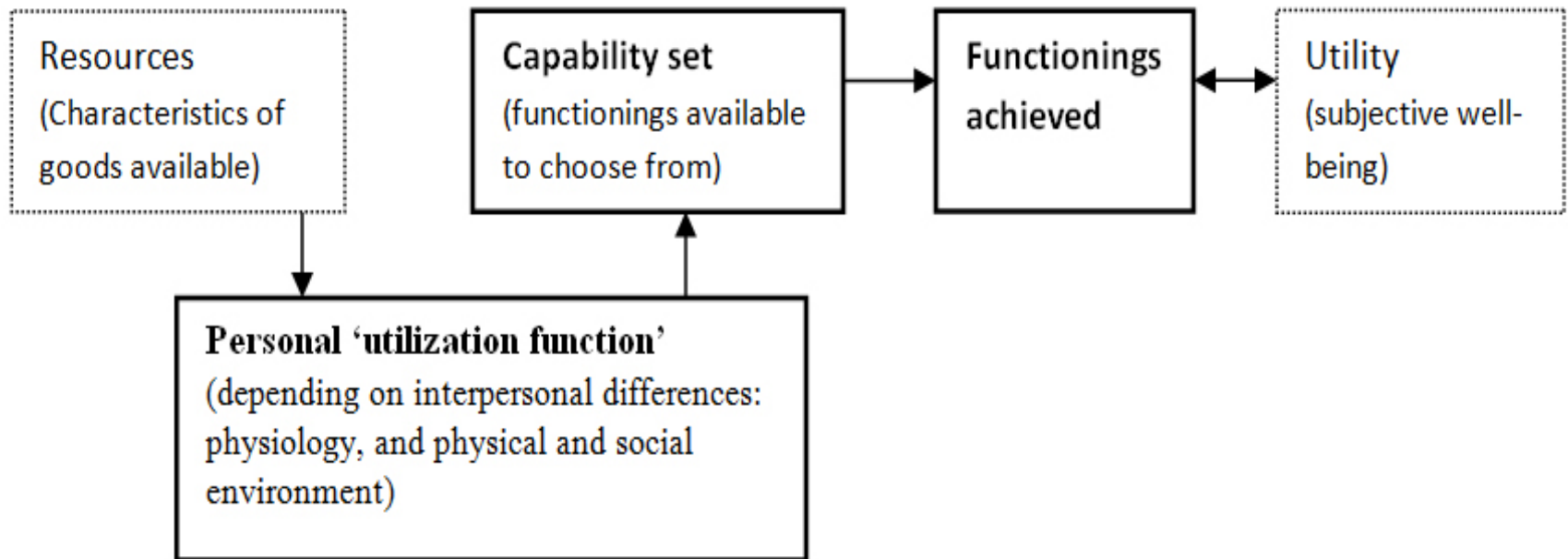


Life course approach :

- *“**Life courses** are constituted by a set of interdependent trajectories (work, family, and educational).*
- ***Life trajectories** refer to a succession of sequence of linked states, to a ‘pathway’ defined by the ageing process or by movement across the age structure”.*
- Opposes a conception of social protection based on the sole professional career trajectory
- Focus on transitions within and between various trajectories

Shedding a different light on the picture by using a renewed normative framework

Sen's capabilities approach :



Thinking out of the box : a new social protection design

Hypothesis : what is good for an isolated person will always benefit two persons households

=> The ***beneficiary*** of social protection :

- an isolated “standard individual”
- who should be able to participate in the labour market
- who should have a decent standard of living when he/she is excluded from it
- and who is able to fulfil private responsibilities vis-à-vis dependent persons (children, aged parents etc)

Thinking out of the box : a new social protection design

The **objective** of social protection : from competences to capabilities in a life course perspective

➤ *to ensure that*

○ *each individual*

○ *in a changing family and working environment*

○ *has a real « horizon » that he/she can project*

➤ *to allow him/her to effectively engage in new and various projects at any time, be they short- or long-term, career or family projects or any other life project (buying a house, changing job, moving abroad, etc)*

Thinking out of the box : a new social protection design

New needs/ new risks to be covered

➤ ***Reviewing the list of basic securities to ensure :***

a really “integrated” framework that would be applicable to all areas of economic and social life and would have an impact on peoples’ career and life paths.

- One of the priorities of the EU in this area should be
- to identify the different domains based on the real and contemporary fundamental, material and skills needs of European citizens.
 - And to ensure effective access to all these rights (right to claim one’s rights) without discrimination

Thinking out of the box : a new social protection design

Example :

1) For all :

- ✦ Right to a decent minimum income consistent with human dignity, adapted to period of the existence at each phase of the life course, in each type of transition, in order to be able to confront economic uncertainties ;
- ✦ Access to quality healthcare
- ✦ Access to quality **care services** for dependant persons
- ✦ Access to quality housing
- ✦ **Access to quality initial education and lifelong learning**
- ✦ Access to individualised **inclusion social services**
- ✦ Access to energy, mobility, bank account and credit,
- ✦ Access to NTIC
- ✦ Etc

Thinking out of the box : a new social protection design



2) For workers :

- Right to reconcile private and professional life, in order to assume personal responsibilities towards any dependant person (children, elderly, disabled), through
 - leaves
 - fair access to quality care services
- Right to an adequate replacement income during transition periods

Thinking out of the box : a new social protection design

Functional equivalents => ***redeploying protection techniques***

- Labour law (f.i. working time, leaves etc to a certain point!!!)
 - Mutualisation : for what risk?
 - In kind *vs* in cash benefits
 - Tax system
 - Social services of general interest
 - Time + space regulation (working time – *social synchronisation* (BOULIN)-, equal share of care time for children – custody - between parents after separation etc)
 - + how to combine these instruments in an efficient way
- => « SOCIAL PROTECTION MAINSTREAMING »

Inspiring social protection avenues



Social protection mainstreaming : horizontal social clause in the EU Treaties (art. 9 TFEU)

In defining and implementing its policies and activities, the Union shall take into account requirements linked to the promotion of a high level of employment, the guarantee of adequate social protection, the fight against social exclusion, and a high level of education, training and protection of human health. (TFEU Article 9)

Inspiring social protection avenues



Rec. 202 ILO on social protection floors (2012)

8 key principles

- Ultimate objective = adequate social protection for all across the life cycle
- Progressive implementation
- Linkages with employment & other national devlt frameworks (not isolated island)
- Combining objectives of poverty reduction, protecting against social risks and empowerment of people
- Sound financing & financial management practices
- National legislation describing guarantees and benefits (→ benefit reliability, predictability, indexation...)
- Robust & transparent governance
- Particular attention to gender responsive approaches

Research gaps



- Legal : art. 9 TFUE; Rec 202 ILO; SSIG; EU compliance with international social law
- Reconceptualization of “social protection” taking into account social and economic transformations and a new theoretical framework
- Benchmarking new conception of “social protection”
- Reconceptualization of “job quality” towards “sustainable work and employment” taking into account social protection
- Documentation of links between “social protection” and “sustainable work” on the basis of qualitative and quantitative data