

Beyond Activation ?

Factors that impede or facilitate post-crisis labour market and welfare adjustment

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The Political economy of labour market policy reform
Labour Activation in Times of High Unemployment
University of Maryland-OECD conference
13-15 Nov 2011 OECD Conference Centre, Paris

Emergence of activation

- Nordic universalistic ex-ante approach
 - employment flexibility and security

- Anglo-Saxon ex-post activation to limit benefit dependency

- EU – Flexicurity
 - employability replaces security

EU 'flexicurity'
relies on Relaxing EPL and welfare
to increase employment rates

Resilient economies
rely on a broader policy-mix

But also face problems

What lessons ?

- **Activation has limits**
- **institutional frameworks**
 - **Fair distribution of burden**
- **Labour market segmentation**
- **Employment security - necessary**

Conclusions

Policy review necessary

- **Perverse effects of segmentation**
- **LLL : better jobs + less skill mismatch**
- **Flexible use of strategy components**
- **Social safety net in changed LM**
- **« Reinvent » social dialogue**
- **Focus on labour demand +SMEs**
- **Global policy coordination**