



## Good practices that support (re)integration of specific vulnerable groups on the labour market

The current document presents **summaries of good practices** that support (re)integration of specific vulnerable groups on the labour market. Specifically,

- Young people/youth;
- Women;
- Low-skilled;
- Migrants and ethnic minorities;
- People with disabilities or health-related conditions;
- Individuals in peripheral areas (characterised by limited employment opportunities);
- Older workers.

These summaries have been developed, based on the literature review and lessons from the case studies, conducted within the PILLARS project.

### Young people/youth

#### **Education**

- ✓ Provide **learner-centered, personalised training**: the learning environment recognizes the learners as core participants, encourages active engagement and develops in them an understanding of their own activity as learners;
- ✓ Ensure **flexible format of learning**: short courses on upskilling/reskilling, microcredentials/microlearning, workplace learning (apprenticeships, internships etc.);
- ✓ Design **curriculum** together with social partners.

#### **Employability and job creation**

- ✓ Create **targeted recruitment incentives** for employers to hire young people and address **systemic discrimination**;
- ✓ Improve employment opportunities in **peripheral areas** and **ease access to regions with more jobs** (e.g., transport and flexible housing support);
- ✓ Support **sectors/industries with high job creation** (e.g., digital, green, health) through investment, infrastructure, skills development, and **support transition of youth to these sectors** through upskilling, focusing on digital literacy, technical, social and green skills;
- ✓ Support **youth-led innovation** by investing in tech hubs (incubators, accelerators), strengthen public-private partnerships and ecosystems to facilitate access to funding, mentorship and skills.

#### **ALMP and PLMP (active labour market policies and passive labour market policies)**



- ✓ Provide a comprehensive and coherent **ALMP support** (job search assistance should be combined with training, counselling, monitoring);
- ✓ Improve the quality of **public employment services** (career planning, job search assistance and counselling, mentorship programmes, post-placement support);
- ✓ Adapt the **social protection systems** to ensure that young people are covered under social insurance mechanisms.

**Working/employment conditions**

- ✓ Develop **regulatory and institutional mechanisms that ensure decent working conditions**, tackling precarious work and low wages (many young people are engaged in platform work with little access to unemployment benefits, health insurance, limited collective bargaining, low wages and unbalanced power relations).

Women

**Education**

- ✓ Create incentives and opportunities for (young) girls and women to **pursue education, training and careers in STEM** (e.g. create programs to support individual career trajectories of women in STEM, transform the culture);
- ✓ Develop programmes that target **gender competence gaps**, particularly **improve ICT skills among women**.

**Childcare and leave entitlements**

- ✓ Provide affordable, accessible and high-quality **formal childcare services** to working parents of children under three, and afterschool care for older children;
- ✓ Allow for **more flexible parental leave entitlements** that allow parents to spread their leave over longer periods of the children's lives and allow for leave to be taken flexibly;
- ✓ Ensure paid **maternity and care leaves** and **increase paternity leave entitlements**, as these are positively associated with higher rates of female labour force participation.

**Working/employment conditions**

- ✓ Promote **flexible working policies** as a universal right, perceived as mutually beneficial for employees and employers;
- ✓ Develop measures to **address gender wage gap** (e.g., conduct assessments of occupational segregation in workplaces, promote gender balance in management positions, raise awareness, increase pay transparency);
- ✓ Improve working conditions in **occupations that are dominated by women** (e.g., jobs in the care sectors).

**Employability and job creation**



- ✓ Stimulate **female entrepreneurship**, including financial support for business development, information and mentoring;
- ✓ Adjust **tax systems** to increase female labour force participation rates, namely by decreasing tax burden on second earners and on sole earners having children (usually women);
- ✓ **Formalise jobs** linked to the care economy;
- ✓ Provide **vocational reintegration programmes** for women unemployed for family reasons, including counselling, coaching and accreditation programmes.

## Low-skilled individuals

### **ALMP and PLMP**

- ✓ Increase **public funding for ALMP**, which is essential for reintegration of low-skilled workers on the labour market;
- ✓ Combine **subsidised employment** (e.g., in the social economy) **with training, mentoring and follow-up support** to ensure labour market integration in the long-run;
- ✓ **Increase awareness** of available learning platforms, of funding and subsidies for training, and **set up a communication strategy that encourages learning** (e.g., focus on opportunity costs);
- ✓ Design employment schemes/initiatives **together with major employers** and other relevant stakeholders;
- ✓ Provide **start-up incentives**, as they decrease unemployment rates;
- ✓ Provide **recruitment subsidies** in conjunction with monitoring procedures to avoid replacement effects of non-subsidised workers;
- ✓ Encourage **registration of long-term unemployed with PES** (public employment services), provide an assessment of needs and potential jobs;
- ✓ **Improve PES efficiency** by building intelligence, good practice sharing at cross-country and cross-sectoral levels;
- ✓ Provide support for **housing, transport, childcare and healthcare services**.

### **Education**

- ✓ Establish more **efficient pathways to qualifications and employment** (e.g., accelerated qualification programmes, recognition of foreign qualifications);
- ✓ Increase **VET** (vocational education and training) **programmes' flexibility** to adapt to different circumstances of the low-skilled (e.g., different schedules, self-learning activities in conjunction with formal training, proximity to study facilities);
- ✓ Promote **intensive/prolonged work-based learning** that ensures effective knowledge and skills transfer;



- ✓ Provide **in-person training in small groups** to encourage participation and engagement;
  - ✓ Support flexible, innovative initiatives that increase **effectiveness of skills acquisition** amongst low-skilled people;
  - ✓ Design a regulation on the right to **take leave for education and training** and compensate both employees and employers for foregone earnings.
- Employability and job creation**
- ✓ Increase the **attractiveness of sectors** with future employment/career opportunities.

## Migrants and ethnic minorities

- Regulations and policies**
- ✓ Provide clear pathways towards a **stable legal status** for all immigrant categories;
  - ✓ Promote equal **access to employment**, equal treatment in terms of **recruitment** and decent **working/employment conditions**;
  - ✓ Enhance **international cooperation** to ensure recognition of qualifications and validation of skills, development of compatible occupational profiles for training purposes, partnerships between PES and portability of benefits;
  - ✓ Develop policies that address **skill mismatches** between migrants' qualifications and jobs where they are employed.
- ALMP and institutions**
- ✓ Ensure equal access to **public employment services** and **develop information systems** to help immigrants find the jobs that best correspond to their skills;
  - ✓ Develop **targeted support** for migrants/ethnic minorities that face specific challenges on the labour market (e.g., women from MENA region);
  - ✓ Offer adequate **language training** as soon as possible and **encourage additional training**;
  - ✓ Facilitate **access to childcare** to reduce gender gap.

## People with disabilities or health-related conditions

- Working and employment conditions**
- ✓ Ensure **adequate/inclusive work environment**, **flexible working/employment conditions** (e.g., telework, fewer work hours);
  - ✓ Ensure **access to education and training** by adjusting education facilities, teaching/learning methods.



**Employability**

- ✓ Improve **public transport accessibility** to facilitate commuting between home and work;
- ✓ **Engage the private sector** in the development of strategies to improve employability and retention of workers with disabilities;
- ✓ Provide **employment in the public sector** to integrate people with disabilities on the labour market;
- ✓ Encourage **self-employment** by making entrepreneurship schemes more inclusive and increase awareness about them.

Individuals in peripheral areas

**Employability and job creation**

- ✓ **Improve connectivity** between peripheral and more economically advanced areas (e.g., infrastructure projects) and **facilitate access to critical resources for entrepreneurs** in peripheral areas in advanced areas;
- ✓ **Foster supply chains** between peripheral and more economically advanced areas, and between SMEs and research/technology centres.

**Development in peripheral areas**

- ✓ Create a **strategic development plan** in peripheral areas with an integrated approach, ensuring vertical and horizontal coordination;
- ✓ Develop **strategic institutional capacity** (e.g., via regional agencies, platforms) to generate synergies, networks that ensure presence in relevant decision-making structures;
- ✓ **Increase ICT investments** to deliver public services and to improve digital infrastructure;
- ✓ Foster **more productive structural change** (e.g., via regional training, knowledge, technology or investment centres);
- ✓ Develop policies to **attract innovative firms** and **highly skilled migrants**.

Older workers

**Working and employment conditions**

- ✓ **Raise awareness** on occupational health and on how to best accommodate to aging workforce among employers;
- ✓ Eliminate **ageism** in workplaces and **promote flexible work arrangements**;



- ✓ **Support SMEs** in implementing workplace health and wellbeing initiatives (e.g., by strengthening occupational health services, creating certified recognition programmes for employers).

#### **ALMP and PLMP**

- ✓ Develop **targeted ALMPs for older workers** to facilitate transition to employment, shifting away from early retirement schemes (e.g., personalized career support, coaching/training);
- ✓ Ensure provision of **paid sick leaves** and of **measures to support return to work;**
- ✓ Implement **flexible or partial retirement schemes** (phased retirement) to manage transition from work to retirement.

#### **Education/training**

- ✓ Address age-based inequalities in **access to education/training** and ensure their **effectiveness for older workers;**
- ✓ Equip all workers with **basic digital skills;**
- ✓ Increase **attractiveness of training programmes** (e.g., older workers prefer in-house, one-on-one training or training with the same age cohort);
- ✓ Encourage increased investment in **skills development at mid-career;**
- ✓ Provide **financial incentives to SMEs** for providing training programmes to retain older workers.