

# 1 Social exclusion and the contemporary labour market

## ◆ phenomenon of social exclusion

- dynamic nature (it is a process)
- multidimensional character (it has multiple causes and affects multiple spheres of life)
- “relational” character (it makes itself most felt in social relations)

the determining factors accumulate and overlap and are also transferred inter-generationally

Giddens (1998: 104) *exclusion is not about gradation of inequality, but about mechanisms that act to detach people from the social mainstream*

# Social exclusion

Insufficient involvement in the systems of production, family life, life of the community and political life, as well as access to basic civil rights, including the right to political and religious beliefs, cultural/national identity and recognition within civic society, involvement in cultural activities and, last but not least, in sharing social rights, including the right to access social institutions, education and health care, to enjoy social protection and to be able to secure housing

- ◆ Sen (1983) - poverty as people's inadequate capacity/ability to attain certain set of commodities, the specific interpretation of what "inadequate" means (the range of commodities) will differ from society to society hence also the configuration of areas and factors that represent the causes and content of the process of social exclusion are culturally and socially conditioned

# Labour market exclusion

## ◆ participation in the labour market is crucial:

Durkheim (1893) shortage of work brings about a danger of separation from the mainstream life style and culture. Work means mutual co-operation and inclusion of individuals into broader social networks that lay the foundations of integration and solidarity.

Dahrendorf (1991) and Bauman (1998) curtailed participation in the labour market and in systems of production to be major sources of social exclusion, since in the society of “producers” or “consumers”

*Giddens (1998: 102), social inclusion “...refers in its broadest sense to citizenship, to the civil and political rights and obligations that all members of a society should have, not just formally, but as a reality of their lives. It also refers to opportunities and to involvement in public space. In a society where work remains central to self-esteem and standard of living, access to work is one main context of opportunity.”*

Fitzpatrick (2001: 91) **reverse consequences** of social exclusion detachment of individuals from social bonds and contacts reduces individuals’ “social capital”, deepens their material deprivation and bars even further their access to the labour market.

# Labour market problems

- ◆ access to paid employment is becoming ever more insecure, while social consequences of this insecurity increasingly differentiate
- ◆ processes of technological change and modernisation lead to the substitution of work with capital, and, also to the substitution of nonqualified work with qualified work (cf. Gual 1996)
- ◆ globalisation of economic competition and related high mobility of capital increase pressures on cutting down on labour costs (cf. Jordan 1999; Standing 1999; Beck 2000; Heery, Salmon 2000).

# Social exclusion indicators

++ the best quartile -- the worst quartile (of 25 EU)

	DK	GER	UK	PORT	SK	CR
risk of poverty	+	+	-	--	--	++
poverty gap	++	+	-	-	--	++
deprivation in seven selected dimensions	+	-	+	--	-	-
long-term unemployment <u>women</u>	++	-	++	+	--	-
long-term unemployment <u>men</u>	++	--	+	+	--	-
unemployment 15 - 24 years	++	+	+	+	--	-
unemployment 15 - 24 let, <u>women</u>	++	++	+	+	--	+
unemployment 15 - 24 let, <u>men</u>	++	+	+	+	--	-
persons in inactive households	+	-	--	++	-	+
children in inactive households	+	-	--	+	--	+
persons leaving education early <u>women</u> (19-24 years, only elementary education)	+	-	--	--	++	++
persons leaving education early <u>men</u> (19-24 years, only elementary education)	+	+	-	--	++	++