



Flexicurity: meeting the adaptability challenge by combining flexibility and security

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2006 Annual Progress Report:

Adaptability challenge not adequately taken up by Member States....

Develop common principles of flexicurity....

Show pathways towards more flexicurity





Flexicurity =

A political strategy to enhance, at the same time, flexibility of labour markets, work organisation and labour relations, and security –employment security and social security.



Flexicurity = Transition Security

Transitions.....

Between education and work

Between household and work

Between different jobs

Between unemployment and work

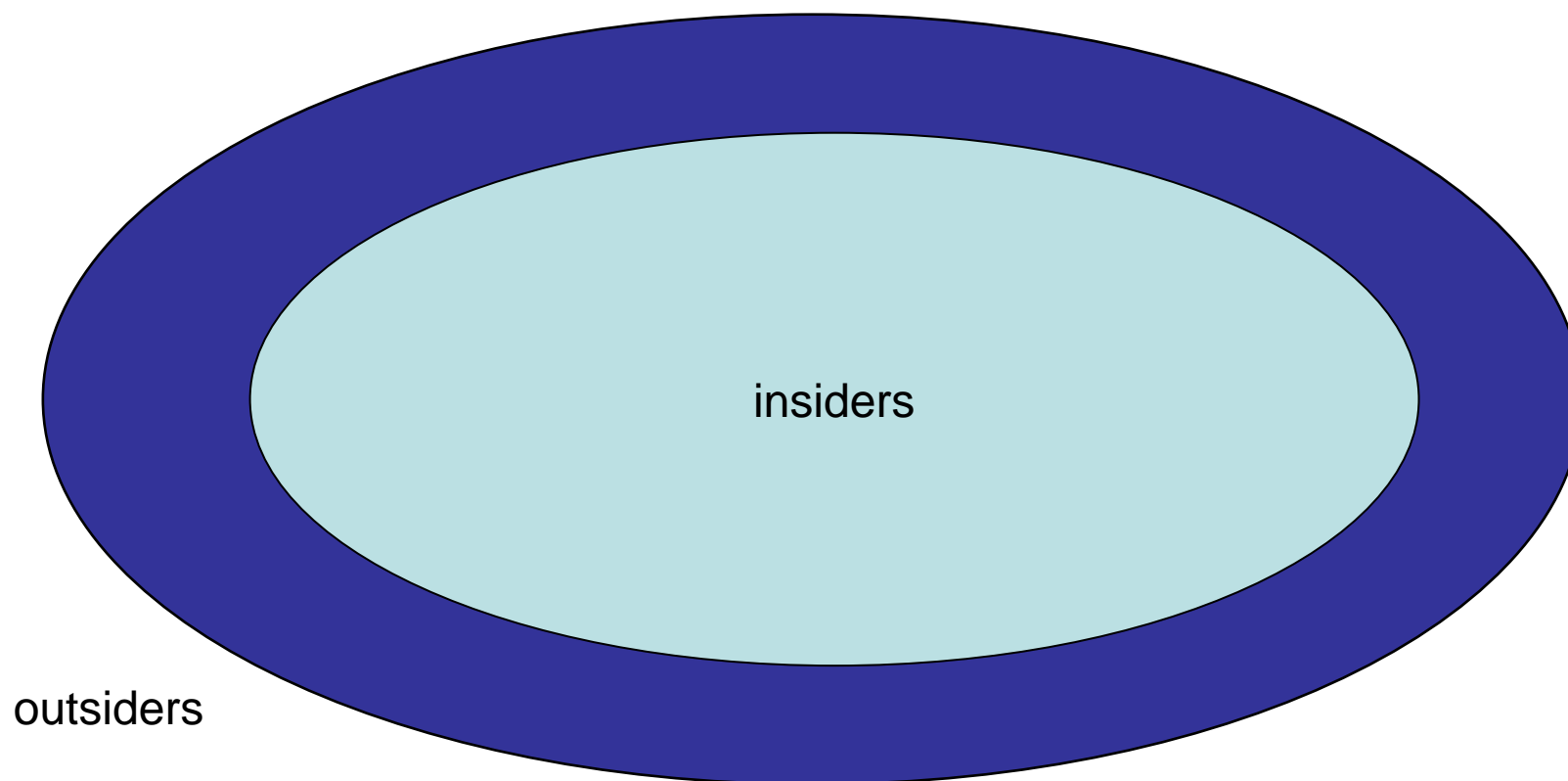
Between different types of work contracts

Etc.





Segmentation of labour markets





The Flexicurity Matrix

Table 1: the "flexicurity matrix"

Flexibility/security	Job security	Employment security	Income security	Combination security
Numerical-external		Denmark		
Numerical-internal	Germany			
Functional				
Flexible pay				

Source: Wilthagen, 2003.



Ingredients

- ✓ Flexible contractual arrangements
- ✓ Active labour market policies
- ✓ Lifelong learning
- ✓ Modern social security systems



Next steps

- Green Paper Labour Law
 - Annual Progress Report
 - Expert group
- Social partners' contributions
 - Other stakeholders



Communication on Flexicurity

- Tackle diversity
- Show pathways from different starting points



Various playing fields

- Redesign job protection & create change security
 - Contractual diversity & equal treatment
 - Unemployment benefits & ALMPs
- Flexible working hours & combination security
 - Task flexibility & right to training



A contribution

- What needs to be done in your sector to increase flexicurity?
- Which are the main obstacles?
 - Which initiatives can social partners take?