



ERSiSi

Servicios para la Inclusión
Inklusiorako zerbitzuak

GUARANTEED INCOME AND RIGHT TO SOCIAL INCLUSION

BRIEFING no. 3/2019 (July 2019)



This project is co-funded by
the European Union

This publication has received the financial support of the European Union Programme for Employment and Social Innovation (EaSI) 2014-2020. Further information on: <http://ec.europa.eu/social/easi>
The information in this publication does not necessarily reflect the official position of the European Commission.

July 2019
Department of Social Rights. Government of Navarre



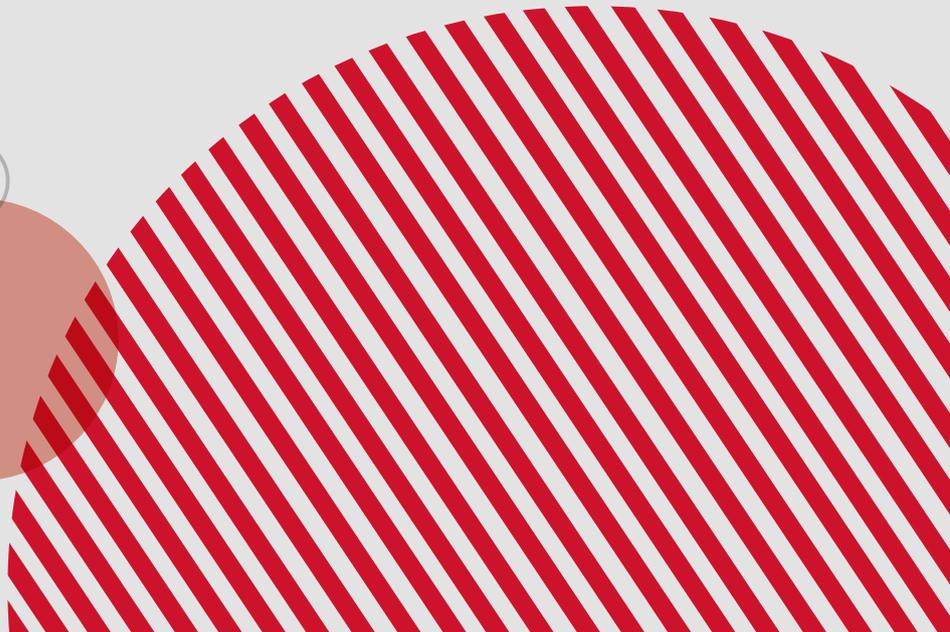
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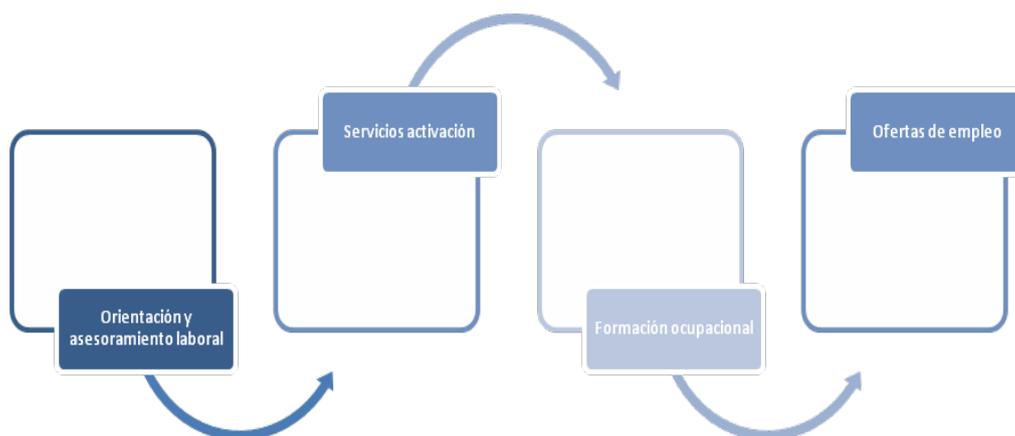
**CONDICIONALIDAD PARA
LA ACTIVACIÓN SOCIAL Y
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CONDITIONALITY FOR SOCIAL AND JOB ACTIVATION

The Chartered Community of Navarre has developed a strong social protection system. The system relies on subjective rights that may be exercised through programmes and services that are guaranteed by the Social Services Portfolio of Navarre and the labour market integration programmes and services of the Employment Service of Navarre.

This offer is further supplemented – first, by a series of general-scope programmes and services not guaranteed by the aforementioned Portfolio for guaranteed income recipients; second, by the care and activation services of the Employment Service of Navarre.



in addition to conditionality, certain incentives have been established for individuals to feel further motivated to accept a job. It must nevertheless be said that use of these measures has failed to be significant so far, probably due to potential users' unawareness and fear of losing the guaranteed income. This resource therefore requires implementing information and dissemination measures.

It is important to note that the legislation obliges all working-age recipients to be ready to accept suitable job offers, whenever offers occur, unless they are not available for the job. Conditionality works both ways, as it also obliges the administration to offer employment or training alternatives to recipients following 12 months of unemployment or 24 months in all cases.

Finally, it appears that guaranteed income recipients cannot be treated homogeneously, as they have different profiles and activation need. They require adapted responses, as discussed below.

Joint and coordinated response from both services. Increased intensity but not necessarily increased resources

The Chartered Community of Navarre guarantees a double right to social protection and inclusion. The latter is guaranteed by the Public Administrations of Navarre, who undertake to offer tailored pathways to activate the skills of the person in question according to his/her employability prospects and needs. All this is accomplished using the resources available in his/her environment and considering available job offers in his/her area of residence.

In this sense, this comprehensive approach to care provision allows to offer a more complete response, by creating tailored pathways that combine employment resources and social services resources, thus resulting in the development of a continuum of care that improves employability chances:



Integrating the care provision of social services and of employment agencies allows to increase intensity and to offer pathways yielding interventions that are deeper and more lasting than if provided separately or in an uncoordinated fashion. Furthermore, this approach allows to optimise resources as these individuals with tailored pathways are more willing (activated) to participate in training activities that may occasionally have vacancies.

ERSISI has proven that working cooperatively has improved formal interdepartmental coordination and has generated activation processes that are more complete and suitable for the individuals in their context. The scheme has offered them more resources from which to choose according to their expectations and their skills. All this has resulted in an increased personal motivation.

Guaranteeing a minimum quality of life

The subjective right to periodically receive a financial benefit provides the recipients with further benefits relating to their well-being and quality of life. One of the advantages identified in ERSISI is that participants in the scheme, once they have their basic needs covered, can make more activation efforts when involved in high-intensity interventions.

It has also been found that the relation of guaranteed income beneficiaries with employment grows and gets bigger than expected. This displaces the general belief that people receiving guaranteed incomes do not want to work. The project's hypothesis is thus confirmed: a generous system that guarantees income, when supported by a more intense activation scheme, can encourage – and not discourage, labour market integration.

Nevertheless, as far as quality of life issues are concerned, we are witnessing how job precariousness has grown stronger, making it more difficult for beneficiaries to leave the guaranteed income scheme for good. Today's labour market does not favour the creation of longer lasting coverage rights, let alone an income that is sufficient to cater for the basic needs. This is why salaries must be supplemented by guaranteed income.

Adapted responses

The diversity of social realities we can come across among guaranteed income beneficiaries confirms yet another of ERSISI's findings, i.e. the need to adapt social inclusion pathways to the reality of each participant. Labour market integration is not the only goal. Middle-term interventions combining activating measures with professional certificate-awarding training allow to improve labour market integration chances.

There are significant difficulties which limit employability (low education,

long periods of unemployment, social or health problems). In this context, it is possible to set intermediate objectives and get them adapted to the life cycle of the individual whose employability is temporarily limited. These difficulties can be tackled while working on improving employment opportunities.

Breaking chronicity by providing a comprehensive and integrated care?

The fact remains that poverty is intergenerationally transmitted. Likewise, it can become chronic in guaranteed income recipients. This cycle needs to be broken. In this sense, it is important to liaise passive protection policies (e.g. guaranteed income) with active policies – both employment-focused (counselling, training, intermediation) and social services-focused (sheltered employment, socio-occupational integration teams).

Although this is especially useful for more vulnerable profiles, our minds must also be set on the next generation. One of the recent changes in guaranteed income legislation is that the right to social inclusion may be exercised by any member of the beneficiary family unit, thus providing the intervention space that is required to break the cycle. By combining the resources from both departments, care is provided with highly intense accompaniment measures. This enhances the activation process with a view to leaving the protection system – or at least to reconciling it with existing job offers (part-time, seasonality, low wages) while limiting its intensity.

The importance of guaranteed income is clear. It mitigates situations of severe poverty occurring in our currently more vulnerable and deregulated labour market, which generates poor workers. The heading in this section is a simple question, yet the answer is complex – and a long-term one. Reality refuses to accept it



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