# Strategies for trade unions in promoting inclusive employment as a respons to social exclusion

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# Overview

- Introduction

- Social economical situation

- Actual measures concerning inclusion

- Trade union appoach

# Introduction

- Inclusive social society
  - Inclusive social economical model
  - Inclusive social security
  - Inclusive labour market

- Empower individual persons
- Vulnerable groups

# Social economical situation

- Financial and economical crisis 2008
  - Social consequences
  - Governement policy
  - Consequences for vulnerable groups

- Governement policy starting 2014
  - Objectives
  - Measures

# Measures taken by the government

- Cost reduction
- Wage cost reduction
- Concrete
  - Flexibility
  - Wage indexation
  - Social security allocations
  - Pension age

# Measures taken by the government

- No social dialogue
- Consequences:
  - Less perspective
  - Growing poverty
  - Social dumping
  - Lower wages/ buying power
  - Employment
  - Vulnerable groups

# Initiatives for an inclusive labourmarket

- Initiative taken by the different governements:
  - Regional government : Flanders
  - Federal government

# Initiatives for an inclusive labourmarket

- Flanders
  - Importance of high quality education and training
  - Training and retraining
  - Employment offices
    - Unemployed
    - Low skilled
    - Long term employment
    - Migrants/ refugees

# Initiatives for an inclusive labourmarket

- Federal level
  - Non-discrimination
  - Activation of non-active
  - Social security
  - Long term unemployed
  - Migrants/refugees
  - Women: equal opportunities
  - Disabled workers

# Trade union perspective

- Need for a positive and respected social dialogue ( bi and tri partite)
- Equal rights/equal duties
- Defending social security system
- Freedom of negociations
- Labor legislation

# Trade union perspective

- Women
- Young
- Older persons
- Migrants/ refugees
- Disabled
- …….

# Trade union perspective

- Integrated appoach
- Clear rules against dicrimination
- Training and education
- Social dialogue
- Managing workplace diversity
- Equal opportinities