Anchors for Job Quality
Policy gaps and potentials

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## Potential anchors: Employment, welfare and production regimes

<table>
<thead>
<tr>
<th>Regime</th>
<th>Elements</th>
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<tbody>
<tr>
<td>Employment regime</td>
<td>- labour market regulation / employment protection</td>
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<td>- LM regulation effects on gender / equal opportunity</td>
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<td>(segmentation, atypical employment)</td>
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<td>- education / training system</td>
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<td>- industrial relations system</td>
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<td>- unemployment insurance / labour market policy</td>
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<td>Welfare regime</td>
<td>- welfare state / social protection</td>
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<td>- gender regime / role of family</td>
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<td>- social services</td>
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<td>Production regime</td>
<td>- specialisation patterns</td>
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<td>- ownership / governance</td>
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<td>- product market regulation</td>
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<td>- industrial specialisation / innovation / skill development</td>
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Zoom on selected anchors:

- Production regime: The importance of public procurement
- Employment regime: interaction between law and collective bargaining
- Welfare regime: relationship between low income, ‘active ageing’ and pension entitlements
Public Procurement – a new configuration

Public spending for outsourced goods and services…

- increased in most OECD countries between 2000 and 2009
- is increasingly organised in competitive ways
- is done under the condition of increasingly tight public budgets

→ How do public authorities contribute to shape the working conditions for employees - not as an employer but as a purchaser?
Socially Responsible Public Procurement – an (evolving) norm and a fact

- Current legislative situation: At national level so far only weakly established rules supporting SRPP

- At EU level: SRPP in current procurement legislation overruled by restrictive rulings of European Court of Justice (*Rüffert, Viking, Laval*)

- New procurement directives: may indicate evolving normative consensus (but tensions with ECJ)

- **But: public responsibility for working conditions is not just a norm but a fact.**
Market making and embedding through Public procurement – empirical findings

- **Weight of ‘lowest price criterion‘ in competitive tendering**
  - gained importance with financial crisis
- **Social services: Pre-fixed prices** per unit or global budgets (care / catering)
  - Set at a too low level / not inflation-adjusted
  - Correction mechanisms can prevent downward pressure
- **Length of contract**: important for investment in infrastructure / health related equipment
Employment regime: the workload issue

- Wages even in low-wage sectors often fixed by national minimum wages / collective agreements
  - increasing pressure on workloads
- Workload-to-pay issue becomes issue of collective bargaining in some sectors/countries
  - following traditional piece-rate payment method in sectors with strong union foothold (e.g. waste/ DK)
  - defining maximum workloads (cleaning/Austria)
Conclusions

- Evolving normative consensus with regard to SRPP, but prospects for realising it rather narrowing

- Still: Different instruments of 'making' and 'embedding markets'

- New procurement directives need to be supplemented by policies geared at ensuring a) enforcement and b) increasing public budgets

- Issue of workload underlines importance of collective bargaining and regulation that address important loopholes in legislation
Anchors for Job Quality

Policy gaps and potentials. Final report of work package 8 of the walqing project.

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