

Summary in English. Eddy Bruno Esien, Dissertation Thesis

The purpose of this dissertation seeks to find out how young third country immigrants' transition from welfare to all types of work take place in Austria, Finland, and the Czech Republic and how is the role of their employment services in work-related activation programs implementation to smoothing this process. The thesis consists of an Introduction and sixteen included articles. The dissertation is based on a qualitative cross-national comparative few case study approach, in which both primary and secondary data were collected for analysis. The main research question was: How does young third country immigrants' transition from welfare to all types of work take place in Austria, Finland, and the Czech Republic and what is the role of their employment services in work-related activation programmes implementation to smoothing this process? In more detail research questions included: (a) the roles of the governments, public and private employment service agencies in the implementation of work-related activation program to enable young third country immigrant's transition from welfare to all types of work in Austria, Finland and the Czech Republic; (b) the relationships between the public and private employment service agencies and the Governments in the implementation of work-related activation programmes to enable young third country immigrants transition from welfare to work in the three countries; (c) the challenges face by government, public and private employment service agencies in the implementation of work-related activation programmes to enable young third country immigrants transition from welfare to all types of work, and (d) how these challenges confronting the government, public and private employment service agencies in the implementations of work-related activation programs to enable young third-country immigrants transition from welfare to all types of work in Austria, Finland and the Czech Republic could be overcome to make work pay. For purposes of this study authorized Employment Acts and Official documents guiding employment for foreigners and public and private employment agencies activities were selected in Austria, Finland, and the Czech Republic for data collection. In addition, AMS and BFI organizations (NGO) in the City of Linz were selected for data collection in Austria, while Tampere City Council MAINIO and Moniheli NGO in the City of Tampere were selected for data collection in Finland. Meanwhile, Prague 1 Municipality-ICP and InBaze NGO in Prague were selected for data collection in Czech Republic. The cities were selected because the local units of government and private employment service agencies working there in the areas of employment-related activation measures could be representative and suitable of other similar local public and

private employment agencies in Austria, Finland, and Czech Republic. The selection of PES and private employment service agencies, and official authorized documents in Austria, Finland and Czechia for this dissertation were selected because they all deal with the institutional regulative guidelines and used state-funded subsidies for the provision and/or delivery of employment-related public assistance activation programs to enable disadvantaged young non-EU nationals' transition to work. Moreover, after several operational service delivery these agencies frequently expand their service portfolio as well as activities and can now offers variety of work-related measures and activate the benefits systems to navigates hard-to-place registered young unemployed people that relevant in this project. The qualitative comparative primary data was collected through a triangulation of authorized legislature documents, official policy documents and reports, interviews, and short demographic questionnaire survey. A total of following twenty-five legal authorized documents were selected from this dissertation three countries: Nine documents from Austria (Act Governing the Employment of Foreign Nationals (AuslBG), FLG no 314/1994 Act Implementing Public Employment Service Legislation [AMS-BegleitG), Employment Service Act (AMSG), Labour Market Service Act (Arbeitsmarktservicegesetz), §§32 and 34 of the 1994 Public Employment Service Act (AMSG), Labour Market Promotion Act (AMFG) as amended by the 2002 Economic Stimulus Act (KBG)), Austrian Income Tax, Equal treatment Acts, The Industrial Relation Act (ArbVG), and BMASK Basic Information Report Austria: Reporting Year 2012/2013 – Institutions, Procedures, Measures ; (b) eight from Finland (Employment Contracts Act, Act on the Contractor's Obligations and Liability when Work is Contracted Out" (1233/2006; amendments up to 70/2017 included), Act on public employment and business service , and Non-discrimination Act, Non-discrimination Act (1325/2004, Disability Benefits Acts, Act on the Promotion of Immigrant Integration (1386/2010), Employment Contracts Act (55/200; amendments up to 597/2018 included, Section 2 (1331/2014) Equal treatment and prohibition of discrimination; and (c) seven from Czech republic (The National Action Plan for Employment, Labour Code, 435/2004 Coll., Act on employment, Act No 73/2011 Coll., on Public Employment Service of the Czech Republic, Social Service Act No. 108/206 Coll, Act No. 586/1992 on Income Tax, and Czech legislation of Foreign Employment. A total of eighteen employees from the nine selected organizations responded to the sei-standardized interviews and short biography questionnaires survey. The multiple purposely sample were selected to offer corroboration and/or supportive evidence that support labour market participation. The official employment reports were collected from Euro found, Eurostat, EMN, ILO, European Union, and the selected country

statistic board to support the evidence of the official document guiding public and private employment agencies cooperation and relation in contract for welfare arrangement, work-related initiatives, and selective targeting benefits eligibility in the allocation of scarce resources that impact young third country immigrants transition from welfare to all types of work. Interview materials was collected from nine project workers employees from each of the organisation for an in-depth analysis qualitative and interpretative analysis. The interviews were asked about the organisation role in relation to contracting out service delivery and other question related to its operation to enable young third country immigrants' transition from welfare to all types of works. They also filled a short demographic questionnaire survey which offers experts profile information of my study. On the other hand, secondary data was also collected through literature reviews, published and unpublished studies, and official internet sites. The documents and official reports were analysed interpretively through thematic content analysis and document analysis techniques to systemic interpret the data and show the latent structure of the text passages. The short demographic questionnaire survey and interviews were analysed using thematic content analysis technique such as thematic coding. The findings reveal that the government, public and private employment service agencies play an active interventionist role in work-related activation programmes implementation of Austria, Finland, and the Czech Republic, where the government through "public spending" and "regulatory guidelines", the public employment services as "enablers", and private employment service agencies as "service providers" and "mediating institution" in work-related activation programme implementation ramification that protect all hard-to-place registered unemployed people labour market inclusion for a cohesive society to enable young third country immigrants transition from welfare to all types of work in Austria, Finland, and the Czech Republic- The relationship between the public and private employment service agencies and the Governments of Austria, Finland and the Czech Republic was found to be one of interdependence cooperation and partnership through the local employment offices, municipality, and City Council that create numerous initiative (a mix of education, training, supportive service, tax-code reforms to make work pay, and financial inducement, with work requirements) in work-related activation programmes implementation that promote and create all hard-to-place registered unemployed people employment possibilities to enable young third country immigrants' transition from welfare to all types of work in Austria, Finland, and the Czech Republic. The main challenges confronting the governments, public and private employment service agencies of Austria, Finland, and the Czech Republic in work-related activation programmes implementation to enable young third-country immigrants' transition

from welfare to all types of work were workforce recruitment challenges, funding challenges, capacity building challenges, data stabilization challenges, mediating challenges, trust challenges, and shared-knowledge challenges etcetera. The main suggestion of overcoming these challenges was a marginal adjustment in the government-public-private multi stakeholders corporate institutional framework and the new social protection regulatory governance for unemployed people with more effective and efficient mutual collaborative roles to enhance freedom of collective shared-knowledge, mutual shared responsibilities and public value accountability, as well as critical thinking, human centred-mindset, and value-added ethical standard in work-related activation program implementation legislation that should set specific working ethics, which include empathy, humility, compassion, honesty, integrity, and fairness in the treatment of contemporary super diversity public assistance beneficiaries such as vulnerable people, ethnic minority groups, and young third-country immigrant's in Austria, Finland, and the Czech Republic. The main similarity between the three countries in work-related activation programmes implementation regarding the government, public, and private employment service agencies efforts to enable young third-country immigrant's transition from welfare to all types of work revolves around a convergence towards selective targeting welfare conditionality system. The biggest difference between the three countries was that, unlike in Austria, where the contract of services delivery in work-related activation program implementation that targets all registered unemployed job seekers are in favour of other hard-to-place groups and employers, there are in favour of immigrants/ethnic minorities but not employers in Finland and in favour of employers in the Czech Republic for labour market inclusion to enable young third country immigrants transition from welfare to all types of work. Thus, the study concludes that although Austria, Finland, and Czech Republic are converging towards an Anglo-American neoliberal activation policy strategies in work-related activation program implementation to enable young third country immigrant transition from welfare to all types of work, the three countries slightly vary in terms of their government (public spending), public employment service (enabler), and private employment service agencies (service provider and mediating institution) multi stakeholders decentralized governance institutional setting. This dissertation consists of an introduction and sixteen included articles, dealing with issues related to government, public, and private employment service agencies in work-related activation programmes implementation to enable young third country immigrants' transition from welfare to all types of work in Austria, Finland, and the Czech Republic.

Keywords: Activation measures, Austria, comparative public and social policy, Czech Republic, employment policy, enabling state, Finland, government, governance, local private organisation, policy analysis, policy implementation and improvement, migration and ethnic studies, selectivity, social protection system, subsidies, targeting benefits, tax-code reforms, third-country nationals, transition from welfare to work, universalism, welfare states, welfare to workfare