

CHARLES UNIVERSITY
FACULTY OF SOCIAL SCIENCES
Department of Public and Social Policy

PhD Dissertation Thesis

2021

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FACULTY OF SOCIAL SCIENCES
Department of Social and Public Policy

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**„Young Third-country Immigrants’ Transition-to-
Work and Activation Policies in Austria, Finland and
the Czech Republic “**

Dissertation Thesis

Prague 2021

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Year of the defence: 2021

Reference

ESIEN, Eddy Bruno. *Young Third-country Immigrant's Transition to Work and Activation Policies in Austria, Finland, and the Czech Republic*. Praha, 2021. 197 pages. Dissertation thesis (PhD.). Charles University, Faculty of Social Sciences, Institute of Sociological Studies. Department of Public and Social Policy. Supervisor prof. PhDr. Martin Potůček, CSc., M.Sc.

Abstract

This doctoral thesis 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 smooth this process. The thesis consists of an Introduction and sixteen included articles. 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 smooth this process? The research sub-questions were: (1) what roles do the governments, public, and private employment service agencies plays in work-related activation programmes implementation to enable young third-country immigrant's transition from welfare to all types of work in Austria, Finland and the Czech Republic; (2) what relationships do public and private employment service agencies in Austria, Finland, and the Czech Republic have with the governments in work-related activation programmes implementation to enable young third-country immigrant's transition from welfare to all types of work in the three countries, (3) what are the challenges facing the government, public, and private employment service agencies in work-related activation programmes to enable young third-country immigrant's transition from welfare to all types of work in the three countries, and (4) how can the challenges confronting the government, public, and private employment service agencies in work-related activation programmes implementation to enable young third-country immigrant's transition from welfare to all types of work of Austria, Finland and the Czech Republic be overcome? The dissertation relies on a qualitative comparative cross-nation research approach with fewer case selection strategy. Aiming to carry a comparison across countries or culture

that consist of Austria (corporatist welfare state), Finland (social democratic welfare state) and Czech Republic (mixed method) with different social protection institutional setting regulating employment-related activation measures. Legislative documents and Official authorized reports were selected for the data collection in Austria, Finland, and the Czech Republic. Public Employment Service agency (AMS) and Berufsförderungsinstitute (BFI) NGO in the City of Linz were selected for the 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's Integration City Prague (ICP) and InBaze NGO in Prague were selected for data collection in the Czech Republic. Primary data were collected through a triangulation of legislative documents, authorized official reports, interviews, short demographic questionnaire survey, and raw data from Eurostat database. Secondary data were collected from literature reviews, published and unpublished studies, and official internet sites. Ten legislative Act regulating non-EU nationals work-related activation programmes implementation were selected in Austria, nine from Finland, and eight from the Czech Republic. Six employees of the public and private employment service agencies in Austria responded to the interview and short questionnaire. Six employees of the public and private employment service agencies in Finland responded to the interviews and short questionnaire, meanwhile six employees responded from that in the Czech Republic. The legislative documents were analyse using document and content analysis technique, while the interview and short questionnaire data were analyse using thematic content analysis techniques. 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 offers all hard-to-place registered unemployed people supportive services and financial inducement 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 for the creation of

numerous initiative (a mix of education, training, supportive service and financial inducement, with work requirements) in work-related activation programmes implementation that promote all hard-to-place registered unemployed people employment, inclusion, and social cohesion 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 offers the basis for a broader improvement and marginal adjustment in the government-public-private service agencies multi stakeholders relational collaborative governance institutional framework and the new social protection regulatory model for unemployed people with more effective and efficient partnership and all-inclusive collaborative roles for transparency, solidarity, shared-knowledge, mutual shared responsibilities, and public value accountability, as well as 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 main 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 Austria, Finland, and the Czech Republic slightly varies in the implementation of their work-

related activation programmes implementation regarding government, public, and private employment service agencies to enable young third-country immigrant's transition from welfare to all types of work. However, the benefits eligibility in work related activation program implementation depends on governments' specific test and conditions that mandate private employment service agencies (work providers) work provision guidelines and regulated all hard-to-place registered people recruitment to enable young third country immigrants' transition to all types of work. Noncompliance implies sanctions and even refusal of subsidies in work-related activation program implementation that hire all hard-to-place registered unemployed people to enable young third country immigrants' transition from welfare to all types of work. These procedures and policy process of conditionality deemphasized universal passive income support as social rights to the unemployed and emphasized selective targeting utilitarian work-related active policies and individual responsibilities (Neil, 2014) as a treatment to poverty in terms of stimulating employment and managing other responsible behaviour based on reciprocity norm. The outcome point to a move toward the recommodification of labour and Anglo-American neoliberal work-related activation measure strategies in a time of austerity policy reforms that target benefits that target individual responsibilities and labour market performance. This is relevant because it reflects a pivotal shift in the conventional welfare-state discourse based on a social-democratic universal model that disburses welfare benefits to everyone as a social right to enabling state neoliberal selective targeting means-tested work-related activation governance which dispense benefits according to financial need and reduces overall spending. If constraints in the course of implementation and regulatory management who crosses benefits threshold persist in the enabling state selective targeting activation governance, problems of transparency and accountability, power asymmetry, stigmatization, democratic deficits, ethical standard, solidarity, divisiveness, political inequalities, unequal opportunities, inefficient and ineffective policy output may prevail not only to hinder minority groups of people labour market upward mobility, but may penalize "aesthetic" belongings, social cohesion, economic prosperity, public value accountability, sustainable public finance (which is the aim of activation programs) and impair participatory open democracy in contemporary super diversity complex crisis-related societies.

Keywords

Keywords: Activation measures, Austria, Czech Republic, Finland, government, governance, social protection system, third-country nationals, transition to work, welfare to workfare

Declaration

1. I hereby declare that I have compiled this thesis using the listed literature and resources only.
2. I hereby declare that my thesis has not been used to gain any other academic title.
3. I fully agree to my work being used for study and scientific purposes.

In Prague on 15/07/2021

Eddy Bruno, Esien

Acknowledgement

I like to extend my heartfelt gratitude to all those who supported me during my doctoral study at Charles University in Prague – Czech Republic. My special thanks go to my first supervisor in the person of Assistant Professor Miriam Kotrusová. Her assistance gave me the possibility to teach social policy, deepened and sharpened my academic capacity, capability, and strength. My special thanks also go to my second supervisor Prof. PhDr. Martin Potůček, CSc., M.Sc. who gave me his public policy book on the first day we met in a public policy course that has always been my reader throughout the whole dissertation writing process. His directives and comments were valuable suggestions relating to this dissertation research. Moreover, I also wish to thank Prof. PhDr. Martin Potůček, CSc., M.Sc. for our collaboration and public policy teaching opportunity that indisputable shape my academic pathway trajectories and strengthen my academic writing skills. Some of the ideas are included in my publications and the synthesis part of the dissertation.

This study has also benefited from the cooperation and encouragement received from the academic and other staff in the Department of Public and Social Policy at Charles University in Prague – Czech Republic. I wish to thank all the professors, academic staff, the faculty of Social Sciences Liberiens, and administrative staff for their assistance, support, and guidance. My special thanks go to Mgr. Denisa Šmejkalová for the endless support, guidance and assistance during my study and the dissertation writing process. This study has also benefited from the scholarships and multiple financial assistance that assist me to attend conferences, perform research, and published all the included articles. Thanks to the Faculty of Social Sciences and Department of Public and Social Policy.

I would like to express sincere thanks to my colleagues in different academic conferences and networks. They offer me a platform for networking with other scholars, assist to review my manuscript for publication and taught me also how to publish in different academic journals. They were very understanding to answer my questions and even assists me to become academic journals reviewer that sharpened my academic writing skills in this dissertation.

I am grateful for my family especially my nephews and niece who always one way or the other supported me emotionally, spiritually, and mentally in the past four years.

I would like to express heartfelt thanks to all other people not mentioned for help and encouragement in the four-year journey of my doctoral program.

Finally, I would like to thank Almighty God for guiding me spiritually and I dedicate this dissertation to my beloved late mother Madam Tchakounteh Marie Mounkam who passed away in March 2020 during the writing process and who has been a support to my whole life and in the years of my doctoral program with love, care, and understanding.

Eddy Bruno Esien

LIST OF INCLUDED ARTICLES

- ARTICLE I Esien. E.B (2019) Principal-Agent Relation and contracting-out for Employment Case Management to Enable Third-country Nationals' Transition to Work. *The NISPACee Journal of Public Administration and Policy*, Vol 12(2) 9-28 ISSN 1337-9038
- ARTICLE II Esien E.B. (2019) Principal-Agent Agreement and Unemployed Third-country Nationals: The Role of Public and Private Employment Service Agencies in Contracting-Out Employment Case Management to Young Third-country Immigrants Employment-related Transition from welfare to work. *Social Transformation in Contemporary Society*, Vol.1, 16-25, ISSN 2345-0126 (online)
- ARTICLE III Esien, E. B. (2020) Decision making, Interest intermediation, and Value: In Governments, Public, and Private Agencies Corporatism for Work Promotion. *Danube: Law, Economics and Social Issues Review*, 11(4): 324-342.
- ARTICLE IV Esien, E.B. (2020) Enabling State and Unemployed Third-country Nationals: In local government and Private Agencies Contracting for Counselling. *Kariérové poradenstvo v teórii a praxi*, Vol. 9, 21-43, ISSN 1338-8231.
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- ARTICLE VI Esien, E.B. (2021) Corporatism and interdependence of Government, Labour Office, and Private Agencies for Work Promotion. Submitted for consideration by *Periodica Polytechnica Social Management Sciences Journal*
- ARTICLE VII Esien,E.B.(2021) Subsidies, Capacity Reinforcement, and Sanction Work-related incentives: In enabling state activation governance for Third-country Nationals Work Promotion in Austria, Finland, and Czech Republic. Submitted for consideration in *The Migration Conference 2021 Proceedings*
- ARTICLE VIII Esien E. B (2020). "Enabling State and Unemployed Third-country Nationals: Direct Measures, Psychological Plane, and Supportive Services", *Social Transformations in Contemporary Society*, Vol 8 (1), p. 88-99, ISSN: ISSN 2345-0126 (online).

- ARTICLE IX Esien, E.B (2019) Activation and Unemployed Third-country Nationals: The Implication Of Work-related incentives to promote work in Austria, Finland, and Czech Republic. In Nalepova, V., (ed.) *Proceedings of International Scientific Conference ECONOMIC AND SOCIAL POLICY: Economic and Social Challenges for European Economy*, Ostrava: Vysoka Skola PRIGO, pp. 167-180. ISSN: 2571-1776, ISBN 978-80-87291-25-2
- ARTICLE X Esien, E.B. (2021) Public Work Programs, Wage Subsidies, and Tax Credits: In enabling state subsidization governance for Third-country Nationals' work promotion in Austria, Finland, and Czechia. Submitted for consideration by *International and Multidisciplinary Journal of Social Sciences*
- ARTICLE XI Esien, E.B. (2020) Selective Targeting and Unemployed: The implication of Behavioural Criteria in Public Assistance Eligibility to enable Transition to Work. In Ibrahim Sireci & Merita Zulfiu Alili (ed.) *The Migration Conference 2020 Proceedings Migration and Politics*, Transnational Press London, 179-182. ISBN: 978-1-912997-82-4.
- ARTICLE XII Esien, E.B. (2021) Contractual obligation, Individual autonomy, and Sanction in Targeting Benefits for Third-country Nationals' Work Promotion in Austria, Finland, and Czech Republic. Submitted for consideration in Fethiye Tilbe & Elli Heikkila (ed.) "Work and Migration: Case Studies from Around the World" Book. Publisher *Transnational Press London*
- ARTICLE XIII Esien, E.B (2021) Targeting Benefits and Eligibility Criteria for Third-country Nationals' Work Promotion in COVID-19 pandemic era. Submitted for consideration In *the Proceedings of 4th Neuchâtel Graduate Conference of Migration and Mobility Studies*, University of Neuchâtel, Switzerland.
- ARTICLE XIV Esien, E.B (2020) The Enabling State and Targeting Benefits: Age Criteria in Social Benefits Eligibility for Old Third-country Nationals. Newsletter of the ESA Research Network on Ageing in Europe. Issue 27, Spring 2020, 8-11.
- ARTICLE XV Esien E., B. (2020). "Open Information, Contract Management, Transparency and Ethical Standards: In Local Government Units Contracting Out for Case Management Service Delivery", In De Vries, M., Juraj Nemec., Veronica Junjan, (ed) *The Choice-Architecture behind Policy Designs: From Policy Design to Policy Practice in the European Integration Context*. Bratislava: *NISPACee Press*, pg. 267-281. ISBN 978-80-999390-1-2
- ARTICLE XVI Esien, E.B. (2020) Shared-knowledge, Transparency, and Accountability: In Enabling State-Society Relations Governance on COVID-19 Resilience Building Societies. *HAPSc Policy Briefs Series*, 1(1), 89-99. ISSN: 2732-6578.

ACRONYMS AND ABBREVIATION

EU	European Union
EMN	European Migration Network
NGO	Non-Governmental Organization
PES	Public Employment Service
PrEA	Private Employment Agencies
TCIs	Third-country Immigrants
TCNs	Third-country Nationals

ABSTRACT
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1 INTRODUCTION

1.1 Context and General Idea of The Study

Since the 2007-8 worldwide oil and financial crises, several OECD countries face economic stagnation with budget expenditure that outstripped taxes and an increase unemployed non-EU national. In 2016, 2 million third country's nationals immigrated into one of the EU-28 Member States (Eurostat 2018). Amongst this figure, there are millions of non-EU nationals not transitioning into labour force because of job scarcity (ibid). In fact, out-of-work non-EU nationals who will want to settle in these counties have to find paid employment to integrate, take part, and be a member in the European societies. Otherwise, it is extremely complicated for the state, individuals, and community in times of increased racism with polarized society and anti-immigration sentiments (European Union, 2008; OECD, 2015; OECD & European Union, 2015).

There is now a considerable body of research that suggests welfare programs are constrained with demographic changes, market conditions, and normative assumptions dissimilar to early 1980s social welfare schemes (Neil, 2004). These structural conditions, values, and social norms have given rise to a new institutional framework that connects social welfare policies to economic commitments. The latter include labour flexibility, new market forms with private sectors, the pressure for international competition, and the imposition of limits on deficit spending (Neil, 2004). Within the framework ramification, social welfare policy represents people to find work and public support for private responsibilities embedded in the foundation of ideas and preferences. That differentiates the enabling state from the conventional Scandinavian or social democratic welfare state institutional approach (Neil, 1983; Esping-Andersen, 1990; Niels et al., 2001) to social policies. The latter emphasis universal access to public assistance benefits that offers stronger protection of labour as social rights (Midgley, 2000). The enabling state emphasizes a market-based model that assumes subsidizing private activity, targeting benefits, promoting work with the use of work-related incentives and sanction and cohesion of shared value and civic duties to enable active labour force participation and public support for private responsibilities (that includes individuals, the market, and voluntary organizations), in social protection policy arena (Atkinson & Hills, 1998; Evandrou et al., 1990; Neil & Barbara; 1989, Neil, 1995; Franssen, 2003; Martin, 2014; Immervoll, 2012; Neil, 2004; Hort, 2001; Joachim & Walter, 1998). While this new

foundation checks the rise of public expenditure and foster increase sense of fairness in how public funds are spent to those in need (Neil, 2004). Develops measures to enhance jobseekers' human capital, help people take part in the mainstream of community life, and improve jobseekers' opportunities to adjust in employment system (Bonoli, 2010; Martin, 2014; Immervoll, 2012). And checks the rise of direct public expenditure to foster an increased sense of fairness in how public funds are spent to get vulnerable people off benefits and provide benefits to the "needy" and "deserving" (Neil, 2004). The enforcement of this administrative governance (Grubb, 2000) targets access to benefits with conditionality to fulfil activation contracts than allocation of benefits to all citizens as universal right (Neil, 2004: 45). It involves, a politically delicacy since it takes benefits away from people (Neil, 2004: 150). And label social benefits recipients with shortcomings in skills, training, personality, and willingness that stigmatized beneficiaries as lazy and "assault...human dignity" (Titmuss, 168: 122). Moreover, public support for private responsibility in the public-private mix of social welfare has delimited trust in the state because there is simple less activity for it to be trusted (Neil, 2004: 163). And label social benefits recipients with shortcomings in skills, training, personality, and willingness that stigmatized beneficiaries as lazy and "assault...human dignity" (Titmuss, 168: 122). Although the emphasizes on workfare arrangement has been demonstrated over many years ago, there is still little information in CEE countries (Gisine, 2016) that include the Czech Republic in comparison with other European counties to explain the specific aspect in this governance constituting the arrangement of third-country nationals' transition to work. This aspect of the role of the state, public and private employment service agencies in the governance have not been giving much attention. Studies of work-related activation schemes that enable third-country nationals' transition to work are rare. Most of the data pertain to a relative narrow population and not fusing primarily on young third-country immigrants (Esien, 2019). Even though third-country nationals are heterogeneous groups with different entry status and working ethic to work that needs dichotomization of the subgroups to understand the phenomenon. This dissertation will deserve careful analysis of young third-country immigrants' transition from welfare to all types of work and the role of government, public, and private employment service agencies in work-related activation programs implementation to smoothening this process in Austria, Finland, and the Czech Republic. The sampling is assess and purposely selected (Patton, 1990) to systematic choice with inclusion of different official policy documents (legislature, law), occupational group (employment experts, labour market

social workers, work psychologist, employment case manager, private employment, contractual voluntarily and for-profit organization employment experts, voluntarily community-based organizations etc.), different public and private employment service agencies (as local setting). This logic is to offer a target participants selection with information-rich cases and yield an insight and in-depth understanding of the phenomenon. Neil's (2004) ideal-type model of the enabling state conceptual framework is use as the analytical lens to offer an in-depth generating comparison dimensions, which rest on the promotion of work, subsidization of private activity, targeting social benefits, and emphasizing on individual responsibility in a way that alter the basis of social cohesion. The intension is to deduce the developing of theory and know the data selection process by emergent theory (Flick, 2010). Hence, this serves as the most suitable strategy in the selection of the empirical material to give concrete findings.

Several policy documents on employment laws and legislation were selected in Finland, Austria, and the Czech Republic as source for the data collection. In addition, public employment service and non-public employment service officials and experts (from Austria, Finland, and the Czech Republic) were selected for expert's interviews from the comparative cases. Likewise, an overview of existing literature. The interviews are problem-cantered, open, with semi-structured and non-standardized short biographic questionnaire survey. It is to enable free speaking and a qualitative in-depth focus to explore the individual entity's phenomenon (Mayring 2016). The interview partners are found through public employment services, social institutions, migrant's communities, and through my supervisor, academics, and personal networks. I use a snowball technique to engage with more respondents and connect to existing partners in the field (Przyborski / Wohlrab-Sahr 2009: 180).

Thus, this study operates with three main concepts which are contracting out for welfare service, selective targeting, employment-related incentives concepts. In brief, a young third country immigrant in this dissertation is a citizen of a state that is not a member of the European Union¹ or a citizen of Iceland, Lichtenstein, Norway, or Switzerland (Ministry of the Interior of the Czech Republic 2018). In addition, they are non-EU

¹ Ministry of the Interior of the Czech Republic (2018) "EU Member States are Belgium, Bulgaria, Croatia, the Czech Republic, Denmark, Estonia, Finland, France, Ireland, Italy, Luxembourg, Cyprus, Latvia, Lithuania, Hungary, Malta, Germany, the Netherlands, Portugal, Poland, Austria, Rumania, Greece, the United Kingdom of Great Britain and Northern Ireland, Slovakia, Slovenia, Spain and Sweden".

Members citizens within the meaning of Article 20(1)² in the Treaty on the Functioning of the European Union (TFEU) and not enjoying the Union right to free movement, as defined in Article 2(5)³ of Schengen Borders Code” (Migration Statistic Regulation (EC) No 826/2007 of 11 July 2007). As a matter of fact, they are documented as “immigrant” (Migration Statistic Regulation) about their legal and voluntarily entry status with more than 12 months resident permit. Third country immigrant’s studies are emerging into research field in social sciences. On the other hand, the underlying aspect of an “active society” in many generous OECD countries embodies a welfare-to-workfare approach in a capitalist mixed economy, where income maintenance to the unemployed is replaced by passive to active measures with constrains or strings designed to stimulate or incentive employment and other responsible behaviour and duties (Neil, 2004: 61-62; Kuddo, 2012). These active measures encompass a range of reforms that link cash benefits under disability, unemployment, and public assistance programs to work-oriented incentives. In the view of several authors (Gazier & Gautié, 2009; Kuddo, 2012; Almeida et al. 2012), the implementation is officially carrying out by the Public Employment Service (PES) and other institutions such as municipalities, as well as non-state employment-related organizations (such as those providing voluntarily employment services, training, and social (re)integration project to enable out-of-work population in employment systems. Hence, this study is conscious of the advancing growing number of studies covered by the concept of “active society” or “enabling state” and “Third country immigrants”, and the analysis is limited to young third country immigrant’s social cohesion process in Austria, Finland, and the Czech Republic.

This doctoral thesis is an article-based dissertation including sixteen articles. The goal of this introduction is to provide a summary of the main findings of this study. The Theoretical Framework as of this study as seen in Chapter Two, is built on social and public policy as well as sociological theories about the “enabling or active state” theory.

² Citizenship of the Union is hereby established. Every person holding the nationality of a Member State shall be a citizen of the Union. Citizenship of the Union shall be additional to and not replace national citizenship.' (EUR-Lex, 2012: <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:12012E/TXT>

³ ‘persons enjoying the Community right of free movement’ means: (a) Union citizens within the meaning of Article 17(1) of the Treaty, and third-country nationals who are members of the family of a Union citizen exercising his or her right to free movement to whom Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States (...) applies; (b) third-country nationals and their family members, whatever their nationality, who, under agreements between the Community and its Member States, on the one hand, and those third countries, on the other hand, enjoy rights of free movement equivalent to those of Union citizens(...)” (EUR-Lex 2006)

In this light, Neil's (2004) ideal-type conceptual framework of the enabling state is the analytical lens, which rests on the promotion of work, subsidization of private activity, the target for the receipts of social benefits, and the maintenance of social solidarity in ways that alter the basic of social cohesion, forms a cornerstone of this study. Another prominent theory in this study is Epstein (2013: 6) activation theory, welfare chauvinism theory, and welfare state theory for the transformation of the welfare state, which Proponents of government silent surrender of public responsibility target activate benefits system in the implementation of employment-related activation services.

Overall, the four perspectives of this study are first, the study finds out the role played by the state, public and private employment service agencies in the implementation of employment-related activation measures to enable young third-country immigrants' transition from welfare to all types of work in Austria, Finland, and the Czech Republic. Second, the study investigates all relevant relationship public and private employment service agencies have with the state in the implementation of employment-related activation measures to enable young third-country immigrants' transition from welfare to all types of work in the three countries. Third, the study investigates what challenges do the state, public, and private employment service agencies face in the delivery of employment-related activation measures to enable young third-country immigrants' employment-related transition from welfare to all types of work in Austria, Finland, and Czech Republic. And fourth, how does the challenges the state, public, and private employment service agencies in the delivery of employment-related activation measures in Finland, Austria, and Czech Republic could be overcome.

1.2 Statement of Purpose

Giving the development of the welfare-to-work discourse and enabling states intervention in Europe (Van Berkel & Møller, 2002; Serrano-Pascual, 2007, 2013; Zeitlin, 2008; Zeitlin and Trubek, 2005), activation measures are playing vital role to promote work, improve the situation of the most disadvantaged (Rehn 1985; Wilensky 1985; seen in Wilensky and Turner 1987) and cut underemployment (Wilensky and Turner 1987) for social cohesion (Nei, 2004). The purpose of this dissertation is to analyse young third country immigrant's transition from welfare to all types of work and the role of their employment services in work-related activation programmes implementation to smoothening this process in Austria, Finland, and Czech Republic. Understanding this

policy implementation process through the role of public and private employment service agencies in the delivery of employment-related activation programmes to young third-country immigrants would be beneficial to practitioners, policy makers, as well as researchers with interest in the field of this study, third-country national study, and ethnic minority research. Furthermore, the enabling state, community, market, society, public and private employment services, and individuals would also benefit from the insight of this study regarding their role to implement employment-related activation measures and public and/or social welfare service. In fact, research in employment-related activation measures implementation to enable young third country immigrant work-related transition in mixed market-based economy that produce and deliver public and/or social assistance programmes and service is emerging in Austria, Finland, and the Czech Republic, when compared to research in other aspect of activation studies towards disadvantaged and ethnic minority groups of registered out-of-work population.

Nevertheless, research on employment-related activation policy measures began earlier in Sweden than in these dissertation comparative entities (Austria, Finland, and Czech Republic). There exists an exhaustive discussion of how the concept has evolved from the 1950s to the present day (Weishaupt, 2011, 2013). Historically, studies about the concept and policy recommendation were dominated by the so-called “Swedish view” of Active Labour Market Policy (ALMP), which is associated with the names of its principal architects, Gosta Rehn and Rudolf Meidner (Weishaupt 2011), when the National Labour Market Board was instituted (Lennart, 1997). In the Rehn-Meidner model, they saw activation policies as vital to play a crucial role in helping to reduce structural unemployment and ensuring that counter-cyclical policy did not run into inflationary bottlenecks (Martin 2014). They saw ALMPs as imperative in welfare protection systems to meet full employment. This view of ALMPs still held sway, following the two oil shocks of the 1970s and the prolonged stagflation of the 1980s and early 1990s (Martin, 2014). In his opinion, this is clear in the OECD’s 1994 Jobs Study that suggest one of the 10 principal recommendations to “Expand and enhance active labour market policies” (Martin, 2014). According to Martin (2014), the idea behind this recommendation was two-fold to (i) shift the weight of public spending on labour market policies away from unemployment benefits to more active measures which assist reemployment; and (ii) enhance the effectiveness of ALMPs. In addition, another aspect of the 10 recommendations explains the “Reform of unemployment and related benefit systems” (ibid). Moreover, the two-fold thrust behind this recommendation was (a) to limit work

disincentive effects; and (b) reform tax/benefit systems to promote and make work pay (Martin, 2014; Neil, 2004). However, the jobs study did not take account of potential important between the two above specific recommendation (Martin 2014). This was also the case of the early versions of the European Employment Guidelines, which were first adopted by the Amsterdam Summit in 1997 (ibid). The version incorporated a “Transition from passive measures to active measures” guideline under one of the four main pillars known as “Improving employability” (Martin, 2014). But, over the decade, several reviews and academic research of the Jobs Study recommendations and the European Employment Guidelines implementation has produced a shift in the definition reflection of activation (Martin, 2014). Hence, significant study assuming the latter perspective was the 1997 article by Coe and Snower (1997) that initially highlighted the potential complementarities between policies and institutions to combat high and persistent unemployment (Martin, 2014). The authors Elmeskov et al (1998) were the first to empirically investigate this approach in a cross-country panel data study. In Martin’s (2014) view, since then there have been several similar studies. For instance, Bassanini & Duval (2006; 2009), stressed the complementarities between ALMPs and unemployment insurance and related welfare benefit systems.

In Finland, studies of activation policies began way back in the 20th Century. Several scholars have investigated activation policies in Finland through the observation of temporary subsidized jobs creation and job training in the public and private sectors (such as, Barbier 2001a), others have pay interest on State’s role (for instance, Böckerman & Kiander 2002; Kvist 2002), while others observe labour market activation policies (such as, Calmfors et al. 2001; Barbier 2001b). Activation policies were initiated by Finland’s government via the reforms of 2000, after the 1990’s economic crisis with high unemployment. In the view of (insert in Finnish Employment Acts), the aim of Finland’s activation measure was to set up a system of rehabilitative work activity that is combining employment and social actor’s efforts, to enable the employment of hard-to employ job seekers in the country. The author goes so far as to suggest that through activation policies, people in Finland were required to attend job interviews with employment caseworkers, apply for job vacancies from employment counsellors, search and apply for available job vacancies, accept placement offers of suitable jobs, take part in the formulation of an individual action plan for employment, and participate in job training, self-employment, or all other types of job creation programs. The target groups for the

labour market activation programs were recipients (or claimants) of unemployment benefits or social assistance. In view of Duell et al (2009: 19), failure to participate in an activation plan (especially under 25 years old and target groups of the LMS reform of 2006) and for refusal of a job suffered severe benefit sanctions. In addition, Raisanen (2003) stressed that the activation policies also encouraged unemployed people with disabilities to look for work with the support of the authorities.

Likewise, in Austria studies focusing on activation accelerated in the 20th century. In this regard, several researchers have investigated activation policies in Austria by evaluating active labour market measures such as administrative individual data (e.g. Lutz – Mahringer, 2007, Lechner et al., 2007), wage subsidy scheme for the long-term unemployed (e.g. Eppel et al., 2011), training leave scheme (e.g. Lassnig et al, 2011), and the study on the effects of placement and counselling service of the PES on job-search behaviour and success (e.g. Eppel, et al., 2012). Meanwhile, others have focused on labour market policy during the crisis (e.g. Hofer et al 2013). The Austrian government passed the first law implementing activation policy measures in 1968/69, after economic recession with the aim of increasing labour mobility and fostering economic growth (Hofer et al 2013). Through activation policies, out-of-work people in Austria are required to be registered at the public employment service, attend job interviews with employment counsellors, apply for job vacancies from employment counsellors, search and apply for available job vacancies, accept suitable job's placement, and participate in job training programs. The target groups for the activation programs are recipients (or claimants) of unemployment benefits or social assistance benefits. According to the Federal Ministry of Labour, Social Affairs, Health and Consumer Protection (2018), the government activation policies also encouraged unemployed people with disabilities to look for work with the assistance of the authorities through the National Action Plan (NAP) on Disability 2012-2020.

In Czech Republic, research in activation also began in the 20th century. In this regard, some researchers have studied activation in Czech Republic by looking at the governance and implementation of activation policies (eg. Graziano & Winkler, 2012) as well as the emergence of new modes of governance in activation policies (for instance, Sirovátka et al., 2007), others have focused on reforms of social assistance (for example. Sirovatka 2014) as well as activation policies and shaping factors in the Czech Republic (e.g., Sirovatka 2007a), while other investigates the post-crisis activation reforms in the Czech Republic since 2006 (e.g., Sirovátka, 2016) and the individual approach in activation

policy in the Czech Republic (for instance, Sirovatka 2007b). According to the Ministry of Labour and Social Affairs (2018), labour market activation policies were introduced by the government of Czechia as a set of measures designed to make sure the largest possible employment level. In the view of the Ministry, activation measures are enforced by the Ministry and by the Labour office of Czech Republic, which co-operate with other public and private institutions as well as the municipalities to meet the desired outcome, taking the labour market situation into consideration. Through the activation measures, jobseekers in the Czech Republic were required from the Labour office to participate in retraining or job creation programs if it is essential for their future, the Labour office of Czech Republic pays the retraining costs on the job seeker's behalf and can give her/him a contribution towards necessary retraining-related costs, job seekers can secure himself to choose the type of work to which he wants to retrain and retraining device to perform retraining, registered at the labour market, attend interviews with employment case-workers, apply for job vacancies agree with the Labour office to fill socially beneficial jobs if cannot find job, independently find and search and apply for vacancies, accept offers of “suitable”⁴ jobs, take part in community-based work such as public space cleaning and maintenance of public buildings, roads, or similar activities for the municipalities/state or other civic institutions, and participation in the formulation of an “individual action plan”⁵ when they are below the age of 25 and university graduates (Ministry of Labour and Social Affairs 2018). The target groups for the activation programs were unemployment benefits recipients (claimants). The labour market activation policies also increase care for out-of-work people who need this due to their state of health, age, parental duties, or other serious reasons such as person with disabilities, people under 25 years, long-term unemployed and pregnant woman. According to the Ministry of Labour and Social Affairs (2018), under the new Employment Act enabling service such as health assistance is offers to job seekers for

⁴ “In practice this means that if a labour office cannot offer a job seeker a job according to her/his qualifications, it may offer her/him another job, which does not meet that qualification. If the job seeker is registered with the labour office for more than one year, the job offered by the labour office doesn’t have to fulfil all the above-mentioned requirements.” Ministry of Labour and Social Affairs, 2018

⁵ “An individual action plan includes the description of a process and schedule for the fulfilment of individual measures designed to improve the job seeker's chances in the labour market. The plan is based on the job seeker's qualifications, capabilities, and skills. The job seeker is obliged to assist the labour office in developing the individual action plan and to fulfil the obligations stipulated therein” Ministry of Labour and Social Affairs 2018)

employment purposes. As EU Member states Austria, Finland and the Czech Republic have adopted the labour market activation policies of the European Union.

Overall, in Austria, Finland and the Czech Republic, there have also been some studies and discourse on activation policy with focus distinguishing between universalism⁶ and selectivity⁷ or “welfare to workfare” (Neil, 2004: 62) policy approach to social protection system and welfare service delivery. In addition, with the increasing prevalence of means-tested, new distinctions are introduced into the traditional discourse that pays homage to the universal orientation by enlisting the terminology of universalism in the service of selectivity (Neil, 2004). One such effort contrasts “liberal universalism”, which implies “flat rate benefits for all”, with “socio-democratic universalism”, which “allows for modulating benefits for vertical redistribution purposes and it incorporates targeting in the perspective of equal outcomes” (Barbier and Theret 2000, seen in Neil, 2004: 144-145). However, welfare is a system of social protection or assistance that requires nothing or little from the recipient (Neil, 2004: 135), while workfare is tied more into an “active state” that develop measures which encompass a range of reforms that link cash benefits under disability, unemployment, and public assistance programs to work-oriented incentives. The idea behind “workfare” with policy to activate the unemployed has created new incentives and strong pressures for welfare beneficiaries. In this case, social benefits claimants should be active and contribute to the state revenue systems because welfare state public expenditure has outstripped taxes (Neil, 2004) and people complaining that the state is generous and dependent immigrants are draining taxpayer’s money, the welfare system, and economy. Hence, the enabling or active state requires motivating active citizens with collective goals, shared (ethical) values for civic duties, and affiliation of group membership in the contemporary complex society. However,

⁶ Universalism embodies the idea that welfare benefits should be made available to everyone as a social right. Universal policies advocates maintain that allocating benefits as a right to all citizens avoids the division of society into separate group givers and receivers, which promote solidarity and inhibits the attachment of social stigma to welfare consumption. They content that program designed for poverty-stricken people end up like their clients- in shabby quarters and poorly funded. Moreover, targeting based on income-tested criteria always lead to the withdrawal of benefits as income rises, which creates disincentive effects that can discourage people from going to work or can spur their labour into the informal economy. Universalism is a defining principle of the welfare state ideal as reflected in the Scandinavian – social democratic model (Martin 2004: 134)

⁷ Selectivity is associated with the premise that benefits should be distributed based on individual need, as determined by a test income. Selectivity represents the liberal regime of Anglo-American policies. The advocates claim that allocating benefits to the poor facilitates the redistribution of resources while it avoids asking taxpayers to subsidize people who can otherwise afford to meet their own needs.

regarding the controversy around welfare and workfare discourse, there are insufficient jobs to accommodate young people in today's competitive employment systems, especially immigrants with million not transitioning into decent jobs and at risk of social exclusion (Duff, 1995; ILO 2012, 1982). In Ridley-Duff and Bull (2011) opinion, if employed it is mainly in mean low-paying jobs creating an underclass type of worker. Werner and Kiehl (1999) and EMN (2018) go so far as to suggest that youth unemployment is alarmingly high in European Union member's states with several young non-EU migrants affected.

As a matter of fact, this dissertation is unique because it approaches a comparative study in Austria, Finland, and the Czech Republic from the perspective of an active enabling state in multi-stakeholder's governance analyses young third-country immigrants' employment-related transition from welfare to all types of work and the role the government, public, and private employment services agencies plays in smoothing the process. Against this backdrop, I summarized the four main aims and objectives of this study as following:

Above all, this dissertation is to fulfil following purposes:

1. To examine the role played by public and private employment service agencies in Austria, Finland, and Czech Republic in the implementation of employment-related activation measures to enable young-third country immigrants' employment-related transition from welfare to all types of work,
2. To reviews all relevant relationships that the public and private employment service agencies with the government of the comparative entities have in the implementation of employment-related activation programs to enable young third-country immigrants (TCIs) transition from welfare to all types of work.
3. To investigates the challenges the government, public and private employment service agencies in the implementation of employment-related activation programs to enable young third-country immigrants' transition from welfare to all types of work in Austria, Finland, and Czech Republic face.
4. To find out how these challenges confronting the government, public and private employment service agencies in the implementation of employment-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.

Moreover, this dissertation is an extension of my masters' research in that it falls in line with employment and activation policies' measures to promote social cohesion. In addition, the contribution of this dissertation is as follows:

- a) First, this research offers an insights and in-depth generating knowledge through several publications with findings' dissemination at national and international conferences and public spaces to policy makers, practitioners, and researchers in area of employment-related activation measures to enable young third country immigrant's employment-related transition.
- b) Second, from the insights and in-depth generating knowledge offered by this research, practitioners, policymakers, and researchers with other beneficiaries will get a better understanding of activation policy implementation from public and private employment-related agencies particularly in Austria, Finland, and the Czech Republic, which may help them to overcome the underrepresented knowledge in this area of research.
- c) Third, this investigation contributes to existing third country national research on the role of the enabling or active state, public and private employment-related actors in general and detail, on the role of public and private employment-related service agencies involved in the implementation of activation measures to promote and enable young third country immigrant labour market participation in Austria, Finland, and the Czech Republic.
- d) Fourth, the local, regional, and national policy makers in Austria, Finland, and the Czech Republic could benefit in the findings of this research, for the formulation of better policies for public and private employment-related service agencies involved in the implementation of employment-related activation measures to enable young third country immigrants of the three countries.
- e) Fifth, since this research represents an initial attempt to find out the role of public and private employment-related service agencies in the implementation of activation measure in Austria, Finland, and the Czech Republic to enable young third country immigrant's transition from welfare to all types of work,

I hope that this investigation`s contribution will extend the boundaries of findings in this area of research. Furthermore, I equally hope that the contribution of this research would stimulate further study in third-country national research and employment-related activation policy measures implementation in enabling state multi-actor's collaborative

governance setting. It is vital to be assuring that the outcome of this research offers other observation and approach of the researcher about the implementation and governance of activation policy measures to enable young third country immigrant participation in the society as active members. Against this backdrop, I sum up that the most important contribution of this research is not the achievement, but the contribution to enable pathways for further research in young third country national research considering the distinctiveness of this heterogeneous group's sub-category for a target or tailored specific enabling policy approach to enrich the real community and foster social cohesion.

1.3 Comparative Setting of the Study

In Clasen's (2004) opinion, comparative research approach is aiming to carry comparison across different countries or cultures to discover something new. Comparative study can be qualitative, quantitative, or a mixed method (that is qualitative and quantitative) and can also take different form such as cross-country comparison to understand cross-national variation (Esping-Andersen, 1990) or comparison of different time frames. A good example of comparative study in the social sciences is research that looks for differences between two or more social systems, with the help of some variables (Przeworski & Henry, 1970). An interesting example is Esping-Andersen's (1990) investigation on different social welfare systems, where the author found dissimilarities in the comparative social welfare systems regarding their level of social welfare services decommodification. Furthermore, he classified welfare states into three distinct ideal types based on their level of decommodification as liberal welfare states, corporatist welfare states and social democratic welfare states. Despite distinct regime, variation between the basic patterns of each country's system evolves out of its unique heritage and likely to emerge in response to historic and cultural differences among the advanced industrial nations (Neil, 2004: 19). Similarly, the new institutional social protection framework of the enabling state governance that rest in part to enable people work and to enable the market and the voluntary sector assumed an extended role in welfare service

delivery will equally not take one distinct form (ibid). This new enabling state governance surge of work-oriented initiatives (workfare) on a progressive (social democratic) – conservative (laissez-faire liberalism) axis (Neil, 2004: 62), corresponding to Jacob Torfing's distinction between neostatist strategies⁸ (found in Scandinavian countries) and neo-liberal strategies⁹ (found in Anglo-Saxon countries) version of approaches.

However, one significant shortcoming in comparative research is that different countries may have different data sets for the same category (such as employment-related documents, reports and Labour Market Officials which is relevant in this dissertation) or define the categories in the same way (Deutsch, 1987).

Despite the shortcomings, the fewer case selection strategy to choose Austria, Finland and the Czech Republic for this dissertation was suitable as the uniqueness of each country will offer a multidimensional in-depth understanding of the selected entity young TCIs employment-related transition from welfare to all types of work. Moreover, Austria, Finland and the Czech Republic are three European Union member's states with dissimilar historical value that make the case interesting. Secondly, they adopted the Treaty on the Functioning of the European Union (and in particular Article 148(2) and the European Council decision (2010/707/EU) on establishing employment policies of the member States as important step to enable activation a key to inclusive labour market model through the removal of labour market participation barriers for young people, people with disabilities and legal migrants to reduce social exclusion, youth and structural unemployment across Europe (The Council of the European Union Decision (2010/707/EU) of 21 October 2010). Thirdly, the three European Union member states adopted the Council's Decision (2010/707/EU) of 21 October 2010 on guidelines for the employment policies of the Member's States, in particular guidelines 7 and 8, emphasizing Member States to promote the integration of young legal migrants and other vulnerable groups into labour market system as well as remove barriers to labour market entry for newcomers, promote self-employment, entrepreneurship and job creation in all areas including green employment and to enable care and promote social cohesion.

⁸ The neostatist approach, found in Scandinavian countries, emphasizes positive incentives to seek employment rather than the reduction of benefits for those who do not comply with work requirements, aims to empower rather than punish and control beneficiaries, and favors training over "forced labour" (Gilbert 2004: 62)

⁹ The neoliberal approach, found in Anglo-Saxon nations (particularly the USA and UK), relies more on economic sanction, offers limited training, and applies coercive measures narrowly targeted on unemployed (Gilbert 2004: 62)

Fourthly, within the framework of implementing Europe 2020 growth strategy¹⁰ (European Commission, 2018), Austria, Finland and the Czech Republic are aiming to achieve full employment through several action to create jobs, improve placement efficiency, and be client friendly and responsive to job requirements.

For example, according to the European Migration Network-EMN (2018) Annual Report on Migration and Asylum 2017, the Finnish government is improving the integration of newly arrived immigrants through the development of migrant's linguistic capabilities and has published two handbooks as action or strategies containing measures to enable the integration of vulnerable groups in the society European Commission. In the Czech Republic, the government funded targeted different projects enabling third-country nationals the opportunity to organized small-scale events or participating in public life at local level. Due to their success some of these projects continued in 2018. Also, according to a 2017 policy document, the Czech government's integration measures focused on disseminating information about the national education system and supporting collaboration between families and schools. Moreover, the government of Czech Republic published a new tender for providers of language courses targeting beneficiaries of third country nationals. The government is also developing pilot projects on cultural and integration course to be launched in 2018 to enable third country national's societal participation. In Austria, the 2017 integration Act introduce the obligation for third-country nationals to acquire together with German language skills, knowledge of the democratic system and principles, linking the course completion to the issue of a permanent residence permit. In addition, Austria's second edition of the Vienna Future Talks was Held with the participation of representatives from 12 member states. The discussion focused on teaching values in context of third country national integration.

Fourth, to target long-term unemployed and out-of-work social benefit claimants in activation policy measures, the Government of Austria, Finland and the Czech Republic have built new form of enabling multi-level governance with multi-level (local) actors through contracting for welfare based on extensive cooperation, partnership, and individual responsibilities involving local government units (municipalities, local

¹⁰ "The Europe 2020 strategy is the EU's agenda for growth and jobs for the current decade. It emphasises smart, sustainable and inclusive growth as a way to overcome the structural weaknesses in Europe's economy, improve its competitiveness and productivity and underpin a sustainable social market economy" https://ec.europa.eu/info/business-economy-euro/economic-and-fiscal-policy-coordination/eu-economic-governance-monitoring-prevention-correction/european-semester/framework/europe-2020-strategy_en

Employment Offices), and other institutions (church, market, and family) for and non-profit organization to promote work and subsidized private activities as to directly and indirectly deliver welfare services through private and public vehicles (Neil, 2004: 47). The implementation of activation programs is enabled at the local level by the public employment institutions, other institutions such as municipalities, and (none) public and private agencies (such as those providing voluntarily employment services, training, social integration projects) targeting hard-to-placed migrants to incentivize and help them find jobs when unemployed or inactive (Kuddo, 2012, Almeida et al. 2012). Hence, the enabling state of the selected entities of this dissertation channel financial resources to local initiatives for the development of new forms of cooperation between the employment services, social services, and local businesses (Eurostat, 2016)

Despite similarities, there are differences among the selected welfare states in this dissertation to enrich the research with a multi-dimensional approach and an in-depth analytical approach. First, these countries are different from their enabling state approach with Austria (corporate welfare state), Finland (Social Democratic welfare State) and Czech Republic (a mixed method) in their social protection institutional setting. Second, even though all the countries strive to reduce structural unemployment and reinstate full employment, they are witnessing different employment outcome and different social expenditure as percentage in their respective Gross National Product. Finally, Austria, Finland, and the Czech Republic are focusing on different out-of-work disadvantaged groups and activation measures to integrate and enable third country national participation and membership in their respective societies. They also differ from their respective institution setting, cultural and values, which makes the cases unique from a comparative perspective. For instance, Finland is a Nordic country from a social democratic welfare state model and Austria a member of a corporative welfare model. Meanwhile, Czech Republic is seen as mixed welfare state system.

In short, this dissertation relies on a qualitative comparative cross-nation research approach with fewer case selection strategy. Aiming to carry a comparison across countries or culture that consist of Austria (corporatist welfare state), Finland (social democratic welfare state) and Czech Republic (mixed method) with different social protection institutional setting regulating employment-related activation measures that also determine the scope and limitation of this study.

1.4 Scope and Limitation of the study

This study is exclusively from a comparative cross-national case-oriented approach with fewer-country comparisons to build an interpretative perspective underlining scientific aspect of the comparative cases (Lor, 2011: 1-10; Regin, 1987: 2). Qualitative comparative method is the main approach, whereas quantitative instruments supplement secondary data (Ragin, 1987: 69-78). This dissertation is defined by the following scope and limitations.

The first limitation of this study is that this is a cross-country comparative case study. According to Yin (1984), a case study is an empirical inquiry that investigates a contemporary phenomenon within its real-life context, when the boundaries between phenomenon and context are not clear. In Yin's (1984) opinion, a case study involves multifaceted sources of evidence. Thus, the present study is a comparative cross-country study limited to Austria, Finland, and the Czech Republic. Hence, there is a "whole-nation bias" (Lijphart, 1975: 166-167) and the arguments for and against the focus on countries. Secondly, a suitable and exact countries choice is critical (Lor, 2011: 14) to the phenomenon because of the exact country to be selected and generalized the results (Ragin 1987: 15). For instance, as there is little point in comparing entities that are so different that hardly any commonality can be found (Lor 2011: 14)

Thirdly, this study is limited to the socio-political phenomenon in Austria, Finland, and the Czech Republic. Therefore, the findings of fewer case comparisons are insufficiently generalized to explain the phenomena in countries not included in the study leading to low external validity (Lor, 2011: 14). However, the findings may be generalized to theory in the way social scientist theory-generating findings from one case study to the other (Yin 1984, 94). For instance, in the view of Yin (1984), generalization can take place considering a single case that has been researched to another that has not been researched. This is the case, when a researcher selects only cases where one might expect the findings obtain in a previously conducted study, to enable the researcher test hypotheses in other studies which may develop into a theory. In this case, the theory that is formulated is to offer a generalization value to other yet to research case. Theory-based generalization shows the ability of researchers to apply theories in research. Hence, cases under investigation supposed to have a certain degree of analogy with studied cases.

Fourthly, the other limitation of this study is that the study focuses mainly on governments, public and non-state employment service agencies in the implementation

of activation measures to enable third-country immigrants' employment-related transition from welfare to all types of works in Austria, Finland, and the Czech Republic. In addition, the benefits claimant in this study is young third country immigrant living in Austria, Finland, and the Czech Republic. Thus, irregular, and undocumented non-third country immigrants are not part of this study. The study of work-related activation measures and workfare research suggest that most of the studies conducted on the implementation of employment-related activation policy measures implementation to Austria, Finland, and the Czech Republic are not focusing primarily on young third country immigrant. Hence, the findings from these may not be applicable to young third country immigrant study. In this case, this dissertation contributes to the literature on the implementation of employment-related activation policy measures implementation to enable young third country immigrant's participation and social cohesion about the enabling state and employment-related service agencies.

The fifth limitation of this study is that the data are collected from few public employment services (such as City Councils, Public Employment Service- PES, Municipalities etc.) and few private employment-related service agencies (such as Nongovernmental Organisations- NGOs) as well as few young third country immigrants social benefit claimant in Austria, Finland, and the Czech Republic. In this case, there are difficulties within the comparison of selected cases (Hantrais, 2009: 54). For example, the national unit's internal diversity may be greater than the diversity observed when comparing countries with one another limiting the selected employment-related activation policy measures implementation in Austria, Finland and the Czech Republic.

The main challenge of this research is the language background to get access to all the research legislative documents and official authorized employment-related policy reports and in fact the researcher has limited language skills in both Finnish and Czech languages, which are the official languages in Finland and the Czech Republic. In this vein, the researcher had to sometimes contact native Finns and Czechs to translate some of the legislative documents and authorized policy reports for him. For example, the short demographic survey questionnaire questions will be translated into Finnish by native Finns in Finland during the fieldwork. In addition, some of the secondary data sources of published and unpublished texts information were also in Czech languages and had to be translated as well.

In short, the qualitative “comparative-case strategy” (Lijphart 1971, 1975) of this dissertation is a “case-oriented strategy” (Ragin, 1987) of few countries (Lor, 2011: 8). The main objective is to offer an insight-generating and an in-depth study of the selected cases and explore the theoretical and empirical proponents (Lor, 2011: 13). According to Landman (2008), Lor (2011:13) and Ragin (1987: 20), this is to offer a higher level of abstraction to characterize the enabling of young third country immigrants’ social cohesion process. In addition, despite fewer case-oriented strategies in this dissertation, Austria, Finland, and the Czech Republic offer suitable multidimensional data from different perspectives that support an in-depth analysis to provide a high level of internal validity of the respective cases. In this case, Austria, Finland, and the Czech Republic are chosen in this study due to their comparability. As selected entities, they have both shared and non-shared attributes, which makes the cases at the same time “similar” from the perspective of European Union Member states and “comparable” (Lor, 2011: 14). Moreover, to uncover employment-related activation measure enabling young third country immigrants work-related transition from welfare to all types of work, these countries were preferred as the Most Different System Design (MDS), which represents Mill’s “Method of Difference” (Hantrais 2009: 59-64). In fact, the cases are similar as European Union countries, but dissimilar from their respective institutional structure and mode of government, public and private multi-actors’ agencies employment-related activation governance to enable young third-country immigrants’ work-related transition from welfare to all types of work, which is the objective of this study.

1.5 Research Questions

To shed light on this problem, the main research question is: “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 smoothing this process? To cover the different aspects of this main research question, the question was divided into four sub-research questions as follows:

1. What role do the government, public, and private employment service agencies play in work-related activation programs implementation to enable young third country immigrants’ transition from welfare to all types of work in Austria, Finland, and the Czech Republic? For this question, I use the concept of

contracting-out as corporate governance. As it has been applied to understand agency agreement and role in the delivery of public assistant services.

2. What relationship does all relevant public and private employment service agencies in Austria, Finland and the Czech Republic have with the government 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? For this question, I use the concept of work-related incentive and sanctions that provides services and discipline agencies behaviours. I also use contracting out for welfare relational corporate governance. As it has been applied to the role of actors and institutions in contracting-out for welfare corporate governance delivery services as part of larger public service trend in the devolution of responsibility for social welfare from central to local units of government and from local government to private employment agencies. Moreover, I use the concept of targeting benefits as it has been used to targets benefits that target personal responsibility and labour market performance (that is for both private agencies receiving grants and unemployed beneficiaries)
3. What challenges do the government, public and private employment service agencies in work-related activation programs implementation to enable young third-country immigrants' transition to work in Austria, Finland, and the Czech Republic face? For this question, I use the concept of targeting benefits (from universal to selectivity) on the enabling state theory, welfare state theory and activation theory in the realm of workfare theoretical discourse. I also use the concept of contracting out for welfare in corporate governance. To monitoring, sanction, and allocation of resources, which determines people eligible to access public assistance employment-related activation program.
4. How does the challenges confronting the government, public and private employment service agencies in work-related activation programs implementation to enable young third-country immigrants in Austria, Finland and Czechia could be overcome to make work pay? For this question, I use the concept of concept of contracting out for principal-agent relational corporate governance on enabling state theory.

Each of the research questions demanded a slightly different analytical focus. Notwithstanding, contracting out for welfare, use of incentives and sanctions, and targeting benefits as on enabling state theory is the analytical construct of this dissertation. Despite the enabling state conceptual and theoretical framework, I also apply activation theory, welfare state theory, and welfare chauvinism theory.

1.6 The Contribution of the Study

The rationale for undertaking this research was that due to the legislative documents that regulated employment for non-EU nationals and the involvement of governments, public, and private employment service agencies, which create work opportunities to access paid job and enable third country immigrant unemployed societal inclusion in Austria, Finland and the Czech Republic, the role of welfare-to-workfare has become a vital policy discourse among different stakeholders such as scholars, practitioners, and policy makers. My three Master of Social Sciences (MSSc) thesis, majoring in Comparative Social Policy and Welfare State (from University of Tampere – Finland), Joint Degree in Comparative Social Policy and Welfare State (Johannes Kepler University Linz- Austria, MRU Vilnius - Lithuania, and University of Tampere – Finland), and Sociology (Johannes Kepler University Linz – Austria), in which Young people with migration background not in education, employment or training (NEET) and young migrants in Finland and Austria were the comparative entities, discussed (Master degree 1) “School-to-work transition process among (disadvantaged) young people and Youth Guarantee Policy in Austria and Finland”, (Master Degree two) “How is school to work transition process shaped by the (active) labour market and structure of the educational system? Evidence and comparison from Austria and Finland”, and (Master Degree three) „Welche Motive und Risiken begünstigen Jugendliche nicht in Beschäftigung, Bildung oder Ausbildung" (NEETs) zu werden? Ein biografischer Ansatz mit Fokus auf Jugendliche mit Migrationsbiografien in Österreich“. The studies revealed findings of young people facing difficulties and disengaging from their civic duty and membership in contemporary superdiversity society and how different welfare production sub-regimes (such as the labour market and employment systems) are directly or indirectly excluding deprived group of the population such as young people with migration background from the delivery of welfare services and social inclusion.

The present study is an extension of my master's research in that it falls in line with the role of employment and labour market institution as well as other private employment actors involve in employment and integration-related services to enable young third country immigrant social cohesion and inclusion process. Precisely, the present study investigates young third country immigrant's transition to work in Austria, Finland, and the Czech Republic. In 2016, EU Member States experienced an estimation of 2 million third country's nationals who immigrated into one of the EU-28 countries (Eurostat 2018) to joint their family, education or work causing European countries policy makers with challenges. Young immigrant who would like to settle down in these countries has to find paid employment to integrate and participate in the European societies.

Otherwise, it is overly complicated for the individuals, the society and the emerging welfare state with it enabling social protection systems. As a result, the enabling state is modernizing its social protection systems in collaboration through the devolution of responsibility for social welfare from central to local units of government and from local government to community-based private agencies (Gilbert 2004: 114) with local public and private employment service agencies through a market-oriented approach that targets benefit promoting labour force participation and individual responsibility. However, the government, public and private employment agencies' role in the implementation of work-related activation programs to enable young third country immigrant's social inclusion as subgroups is still underrepresented in Third country national research. In fact, this is because to the best of my knowledge, this research is the first comparative study on enabling state in Austria, Finland, and the Czech Republic, to focus on the promotion of young third country immigrant's labour force participation. To end, the contribution of this dissertation is as follow:

- a) First, this research offers an insights and in-depth generating knowledge to policy makers, practitioners, and researchers in area of work-related activation measures implementation to enable young third country immigrant's transition from welfare to all types of work.
- b) Second, from the insights and in-depth generating knowledge offered by this research, practitioners, policymakers, and researchers with other beneficiaries will get a better understanding of work-related activation policy implementation from public and private employment service agencies particularly in Austria,

Finland, and the Czech Republic, which may help them to overcome the underrepresented knowledge in this area of research.

- c) Third, this investigation contributes to existing third country national research on the role of the enabling or active state, public and private employment-related actors in general and detail, on the role of public and private employment-related service agencies involved in work-related activation measures implementation to promote and enable young third country immigrant labour market participation in Austria, Finland, and the Czech Republic.
- d) Fourth, the local, regional, and national policy makers in Austria, Finland, and the Czech Republic could benefit in the findings of this research, for the formulation of better policies for public and private employment-related service agencies involved in work-related activation measures implementation to enable out-of-work young third country immigrants' transition from welfare to all types of work of the three countries.
- e) Fifth, since this research represents an initial attempt to find out the role of government, public and private employment-related service agencies in work-related activation measure implementation in Austria, Finland, and the Czech Republic to enable young third country immigrant's transition from welfare to all types of work, I hope that this investigation's contribution will extend the boundaries of findings in this area of research.

Furthermore, I equally hope that the contribution of this research would stimulate further study in third-country national research and work-related activation policy measures implementation in enabling state multi actor's collaborative governance setting. It is vital to be assured that the outcome of this research offers other observation and approach of the researcher about the implementation and governance of work-related activation policy measures implementation to enable young third country immigrant participation in the society as active members.

Against this backdrop, I sum up that the most important contribution of this research is not the achievement, but the contribution to enable pathways for further research in young third country national research considering the distinctiveness of this heterogeneous group's sub-category for a target or tailored specific enabling policy approach to enrich the real community and foster social cohesion.

1.7 The Outline of The Dissertation

This dissertation composes of two integral parts. The first part is the Introduction or synthesis and has Six Chapters in the following order: Introduction, Conceptual and Theoretical Framework, Research Methodology and Methods, Summary of included Articles, the Findings and conclusion of the investigation, and Summary. The second part of this dissertation contains the articles included in this research. The articles are listed after the Acknowledgements in this synthesis part of the dissertation.

Chapter one of the first parts of this dissertation deals with General idea of the Study and the Statement of Purpose. This Chapter also deals on the Comparative Setting of the Study, and it explains why Austria, Finland and the Czech Republic were chosen for the dissertation. Moreover, the Chapter explores the Scope and Limitations of the Study, outlines the Research Questions, explains the Contribution of the Study and the Structure of the Dissertation.

Chapter two is made up of the Conceptual and Theoretical Framework of this dissertation. In this Chapter, the concept of Contracting-out welfare is examined to understand the context of government, public and private employment service agencies contractual agreement in the purchase of work-related activation programmes service implementation to enable young third country immigrant's transition to work in the selected entities. Additionally, the Chapter explores the concept of selective targeting as well as employment-related initiative in the new social protection governance to enable work. Lastly, Chapter Two illustrates the Theoretical Framework of this dissertation.

Chapter Three examines the Research Methodology and Methods of this dissertation. In the Chapter, the Location of the Study Area, the Public and Private Employment Service and Documents Selection, the Method of Collecting Data, and Method of Analysing Data are presented and discussed. In short, the methodological research strategy of this study is a qualitative research technique with a cross-national comparative method and a most different case study design, and a theoretical discourse and interpretative approach in sixteen of the included articles. Primary and secondary data were collected in this dissertation using qualitative research approach complimented with interviews and a short demographic questionnaire survey. The short demographic survey gathers demographic data, while the qualitative data were collected through legislative documents, and an unstructured, open, and in-depth interview,

observation, and authorized policy reports examination. Secondary data were also collected for this dissertation through scholastic literature reviews, conferences, periodicals, magazines, books, published and unpublished research, internet websites, scholar's blogs, and from the selected countries' Statistic Boards.

Chapter 4 presents a summary of each of the 16 articles included in this dissertation. Fifteen of the sixteen articles, namely, Articles I, II, III, IV, V, VI, VII, VIII, X, XI, XII, XIII, XIV, XV, XVI are based on empirical data, while Article IX is based on theoretical discourse and reflection. The fifteen articles which are based on empirical data, all the Articles employed qualitative comparative methods using legislative documents, authorized official reports, data and statistic from OECD, Eurostat, ILO, IMO, EMN, and country's statistic board database, as well as through interviews, short demographic questionnaire survey, and secondary data source.

Specifically, Articles I-VI analyse the role played by the state, public, and private employment agencies in the delivery of employment-related program to enable young TCIs employment-related transition from welfare to work in Czech Republic with 435/2004 Coll. ACT of 13 May 2004 on employment, Act on Public Contracts No 55/2012 Coll, Article 62(3), and Labour Code (full translation) No. 262/2006 Coll as amended "Zakonik prace" as the case study legislative documents in Czech Republic. Authorized report from the Office for the Protection of Competition, European Commission. These documents, reports, interviews, and short demographic questionnaire also examines public employment service and private employment agencies as work provider and delivery service in Austria, Finland, and Czech Republic with AMS and BFI, Tampere City Council-MAINIO and Moniheli NGO, and Prague 1 Municipality-ICP and Inbaze as the case study public employment service and private employment service agencies in the City of Linz, Tampere, and Prague, respectively. These studies found out that PES use government expenditure to call for tender and signed a contract with the PrEA. These studies argue that the government plays an active interventionist role through public expenditure and regulatory guidelines in work-related activation policy ramification that mandate provision and subsidize all hard-to-place registered unemployed peoples' private activity to enable young third country immigrants' transition from welfare to all types of work. Public employment service plays the role as "enabler", whereas private employment service agencies play the role as "service providers" and "mediating institution" in work-related activation programme implementation that promote all hard-to-place registered unemployed people's work

and social cohesion to enable young third country immigrants from welfare to all types of work. Article VII-X examines the relationship that the public employment service agencies and private employment service agencies have with the government of the three countries to enable young TCI employment-related transition from welfare to all types of work. For the studies, twenty-one legislative documents were selected in Austria (eight), Finland (seven), and the Czech Republic (six). OECD Stat on LMP and report, United Nation treaty collection report, ESPN Thematic report, ASISP country document Czech Republic, BMAGSK report, Finland's TE-Palvelut report, pwc statistic report, Official Labour Office Advisory Council Reports, ILO reports, World Bank reports, European Commission country reports, European Migration Network-EMN country statistic report, Eurofound reports, ETUC report, KELA-Finland report, and EUPACK country's reports were also selected as well as Eurostat statistic on governments expenditure for young non-EU participants direct job creation, targeted education and training program public spending to improve their skills for the labour market. Secondary data were from literature review, published and unpublished scholarly text were also used to collect the data. The studies found an interdependence cooperation relationship between the government, public and private employment service agencies in the delivery of work-related activation measures that create all hard-to-place registered unemployed people recruitment opportunities to enable young third country immigrants' transition from welfare to all types of work in Austria, Finland, and the Czech Republic. These studies argue that the government-public-private interdependence corporate governance converge towards increasing prevalence of universal targeting work-related activation program implementation that target all hard-to-place registered unemployed person labour market performance to enable young third country immigrants from welfare to all types of work. Lastly, Article XI-XVI analyse the challenges confronting the government, public employment service, and private employment service agencies in the implementation of work-related activation programmes implementation that create registered unemployed people employment opportunities to enable young third country immigrant from welfare to all types of work. As the other articles the same legislative documents and official reports were used to collect the data. These studies revealed that the most difficulty is recruitment challenge. These challenges could be overcome through improvement and marginal adjustment of the government-public-private agencies multi-stakeholder corporate relational governance. Overall, the sixteen article differs from each other in their

methodological and theoretical premises even though they all share one common thing in that they related to governments-public-private service agencies and work-related activation service delivery that create employment possibilities to enable young third country immigrants' transition from welfare to all types of work.

Chapter 5 presents a summary of the main Findings and Conclusions of this research. In the Chapter, the findings are discussed under the sub-headings of Governments, public employment service, and private employment service agencies in changing organizational perspectives, Governments, public employment service, and private employment service agencies, and policy implications, The Combine Impact of Government-Public-Private Relationship, Contribution of the Study, and the Conclusions and Suggestions for Further Study. Other relevant details not included in the body of this synthesis part are found in the Appendices.

2 CONCEPTUAL AND THEORETICAL FRAMEWORK

This subsection of the dissertation attempts to define and/or explain the core concept and theories which are used in this study. The concepts are contracting-out, selective targeting, and employment-related initiatives. Each of these concepts is defined and/or explained below in the context of the study. The theories are enabling state theory, activation theory, welfare chauvinism theory, and welfare state theory.

2.1 Conceptual Framework

2.1.1 Understanding Contracting-out For Welfare Service Delivery

Contracting-out reform is defined as “new governance” or “indirect governance” between two parties- one being the government and the other being a private organization (Davis, 2011) that take place in quasi-markets (Butt & Palmer, 1985). The standard definition of the reform emphasizes the government uses public funds to subsidise private agencies delivery services (Davis, 2011; Johnson, 1995). Several authors define contracting out as new governance, where the government and/or local units of government (principal) hires an outside party such as the private economic operators (agents) to carry out the work involved in service implementation, but the

overall control of standards and accountability to the public remains with the authorities (Butt & Palmer, 1985; Dunn, 2004; Neil, 2004; Barnet, 2003). Neil, (2004) also defines the contracting out of welfare services from the public to the private sector as part of a larger trend in the devolution of responsibility for social welfare from central to local units of government and from local government to community-based private agencies. These local private agencies are believed to be better able to meet the needs of their consumers because they reside closer to the people being served and are less bureaucratic than public institutions (Neil, 2004).

In any case, there are different three types of contractual forms and procurement methods that public employment services use to identify the mutual obligations between the two parties and determine the values of the contracted-out service (European Commission, 2012; Esien, 2019, 2020). The three contractual forms are namely Cost-reimbursement contracts, Fixed price contracts, Outcome, or performance-based contracts. Cost-reimbursement contracts are contracts where providers receive payments for the expenses they incur. Specifically, costs are supposed to fall within a budget approved during the procurement process. Some cost-reimbursement contracts specify performance standards, but the payment is not dependent on meeting them (European Commission, 2012). Fixed-price contracts arrangement establish a set fee for subcontractors, regardless of performance or the actual cost of providing services (European Commission, 2012). As with cost-reimbursement contracts, the contracts may include performance measures, but a contractor's performance does not directly affect payment (European Commission, 2012). Under outcome or performance-based contracts, providers are paid some or all the payments based on achieved job placement results. Performance contracts specify a wide range of measures which may include job outcomes, but also other factors, such as assessments made, actions plan agreed, and so on (European Commission, 2012; Esien, 2019, 2020). In contrast, the procurement methods are called for a tender, direct bargain, and others (European Commission, 2012; Esien, 2019,2020). Call for tender represents public procurement procedures to generate offers from companies, private employment service agencies etcetera competing for works, supply, or service contracts (European Commission, 2021). In Austria, Finland, and the Czech Republic open call for tenders, contracts for young TCIs employment-related case management implementation awards and pre-information notices can be found in the countries respective Employment and Public Contracts Acts. According to the Federal Public Procurement Act, the public

procurement law regulates the award of public employment service contract for work-related activation measures implementation (Internationalisierungszentrum Steiermark-ICS, 2021), Direct bargain contracts is defined as government and/or public employment service implementation. These purchases are generally made in large quantities, acquire from a pool of private employment service agencies suppliers at the best possible cost, quality, and reliability (Loi, 2021; Wang et al., 2020).

To choose the forms of contractual arrangement and forms of procurement with which to manage the contracting-out service implementation. The government and/or public employment service must consider the incentives for the service providers (that is the private employment service agencies), and the monitoring and control mechanism of the results (European Commission, 2012). The monitoring regulatory procedures provide information about a private employment service agencies performance (Dunn, 2004). This controls private agencies behaviours, curb private agencies actions, and control cost (Brahmadev and Leepsa, 2017). In Austria, Finland, and the Czech Republic, for instance, the Labour Offices performance monitoring exercise observe private agencies' actions, decisions, and performance (Fama, 1980) in employment-related activation measures implementation (Esien, 2019, 2020). In addition, Labour Offices performs four monitoring roles (Dunn, 2004; Esien, 2019, 2020). There are compliance, auditing, accounting, and explanation. Compliance monitoring helps to determine compliance to standards and procedures defined in advance either by laws, regulatory agencies, or professional bodies. Auditing monitoring helps to determine whether the resources targeted have reached beneficiaries. Accounting monitoring delivers helpful information in accounting changes after process or policy implementation. Explanation monitoring provides outcome information of policy implementation and why policy differs or not. Thus, monitoring is part of the regulatory process in government and/or Labour Offices contracting-out agreement to monitor performance, analyse policy output and administer the governance. Despite performance monitoring, private agencies are bounded rational and opportunist in their actions to pursue self-interest and maximise profit instead of the authority's interest (Potůček & Rudolfova, 2016; Wiseman & Gomez-Mejia, 1998; Esien, 2019, 2020) which may impair contracting-out relational corporate governance that is regulated through government and/or Labour Offices sanctions rules.

These sanction rules represent a bonding approach in Labour Office and private agencies contracting out relational corporate governance (Esien, 2019,2020). Bonding is a regulative and restrictive tool institutionalized under the Legislative Acts (Esien, 2019, 2020). The term regulatory bonding tool conveys a distinct meaning of rules to limit private agencies' choice (Zinyama 2014). There are, for example, coding laws, process definitions or management rules to inspect private agencies' conduct and offences. In contrast, restrictive tools are fines or rewards. Monetary fines and sanctions in Austria, Finland and Czech Republic' Employment Acts regulation, for instance, are rules to penalize and punish private agencies' violation of the Labour Office's interest (Zinyama, 2014) in a contractual arrangement. Bonding also bears transaction costs in securing contracts (ex-ante transaction costs) (Williamson 1985). This equally includes the costs of bonding contracts' outcome (ex-post transaction cost) (ibid). Briefly, bonding inspects and disciplines private agencies' action in service delivery. Administrative offences and unauthorized actions imply fines and punishments.

Nonetheless, several authors (Lember, 2004; Nemeč et al., 2005; Tõnnisson and Randma-Liiv, 2008) argued that despite the regulatory mechanism, Labour Offices faces challenges on information asymmetry, low administrative capacity, and performance management to monitor and fully control the private agencies' action that results to causes and consequences in contracting-out governance conflict of interest.

A considerable amount of literature has been published on the consequences of the Labour Office and private agencies contracting out relational governance problems. In the views of Neil (2004), Schleifer & Vishny (1997), Arrow (1971), Chowdhury (2004), and Brahmadey and Leepsa (2017) opinions, they are following consequences: (a) The contracting-out for welfare model assumes a contractual agreement between the Labour Office (principal) and private agencies (agent) for a limited or unlimited future period, even though the future is uncertain; (b) The model assumes that contracting out governance can eliminate the Labour Office and private agencies conflict of interest problem but faces many hindrances like rationality and fraud; (c) The model emphasizes that Labour Office and private agencies interest in the relation is only to maximize self-satisfying motives, even though their role is limited in the contract; (e) The Labour Office's role is only limited to monitoring employment agencies, and their further role is not clearly defined; and the contract for welfare model considers private agencies to

be opportunistic¹¹ and ignores the Labour Offices' competence. Despite consequences, there are different causes behind the Labour Office and private agencies relational difficulties that play a crucial role in the conflict of interest.

Data from several studies have identified the causes of the Labour Office and private agencies contracting out relational governance problems. In the views of Arrow (1971), Chowdhury (2004), and Brahmadey and Leepsa (2017), the following causes are behind the Labour Office and private agencies contractual agreement problem: (a) separation of ownership control leads to a loss of proper monitoring by Labour Office on private agencies; (b) different Labour Office and private agencies risk preferences and struggle to reconcile with their decisions; (c) duration of involvement with an private agency's short working term makes private agencies maximize benefits; (d) unsatisfactory earnings and incentive plan influence private agencies concentrate on their compensation, self-interest, and creaming; (e) prevalence of information asymmetry because of adverse selection¹²; and (VI), moral hazards¹³, where private agencies work for the Labour Offices in good faith and the Labour Office utilize their knowledge and skill in the risky projects, while the agents are not aware of the risk attached to the investment decision for which they suffer. Despite the causes, the Labour Office and private agencies contracting-out agreement conflict of interest problem can be mitigated if the owner-manager or Labour Offices and private agencies collectively manage the contractual governance; otherwise, this problem will persist as ownership and control differ (Jensen and Meckling, 1976: Ang et al., 2000).

¹¹ Opportunism “refers to the incomplete or distorted disclosure of information, especially to calculated efforts to mislead, distort, disguise, obfuscate or otherwise confuse the partner in an exchange” (William, 1985)

¹² Adverse selection occurs when there is asymmetric information between a buyer (PES) and a seller (Private employment agencies) prior to a deal. That means one of the two contracting parties (usually the seller – private employment agencies) has more accurate or different information than the other party (typically the buyer- PES) before they reach an agreement. This puts the less knowledgeable party at a disadvantage because it is more difficult for them to assess the value or risk of the deal. Meanwhile, the more knowledgeable party has access to all the relevant information and can more easily evaluate the quality of the agreement. This ultimately leads to an inefficient outcome and a lower quality of goods and services in the market (Zeder, July 15, 2019))

¹³ Moral hazard occurs when there is asymmetric information between a buyer (PES) and a seller (Private employment service agencies) and a change in behaviour after a deal. That means, one of the parties (usually the buyer- PES) accepts a deal with the intention to change their behaviour after a deal is made. This happens when they believe they will not have to face the negative consequences of their actions. This put the less knowledgeable party (usually the seller- private employment agencies) at a disadvantage because they are usually the ones who must face the negative consequences instead. Thus, they might not have agreed to the deal if they had known about the change in behaviour in advance (Zeder, July 15, 2019)

In general, the contract for welfare model shows the government, Labour Office, and private agencies corporate relation in contracting-out governance where government officials (principal) hire a private employment agency (agent) for public and/or social-service delivery. The Labour Office monitors and administers private agencies' actions in relational corporate governance. Private employment agencies are responsible to deliver services, but the government-Labour Office-private agencies relation is challenged with several conflict-of-interest problems. These problems prevail because of ownership rights, different risks preferences, asymmetrical information, and uncertainties to monitor and control private employment agencies' actions and behaviours. Hence, the possibility of a real improvement of service delivery within the governance depends on the micro-regulatory mechanism of competitions that are adopted and on the contractual speculation (European Commission, 2012). In addition, the efficacy of these rules also depends on the characteristic of targeting public and/or social assistance benefits eligibility and work-related initiative for registered unemployed hard-to-place work promotion that they operate (European Commission, 2012; Esien, 2019, 2020)

2.1.2 Selective Targeting Benefits in Benefit Eligibility Context

Targeting benefits represents one of the oldest modes of intervention in advanced democracies (Spicker, 2005). The rationale for targeting is that, especially when resources are limited, it is better to give a smaller group (such as the poor) a greater amount of support, rather than provide everyone with a smaller amount of support. The argument is that targeting is pro-poor because it reduces “leakages” of scarce public resources to people who do not need social assistance (Spicker, 2005). Thus, targeting reduces the cost of a social transfer programme, and/or provides a greater proportion of the benefits to the poor rather than to all citizens as a universal right (Neil, 2004; World Bank, 2004). Similarly, targeting benefits is define as a pattern of policy approach particular opposite to the welfare state and associate with measures to reduce (welfare) dependency (Besharov 1998; George and Millar 1994: 26; Andries, 1996; Keizer 1998). These measures emphasize the shift from universalism to selectivity (Neil, 2004). Meanwhile, universal measures usually employ eligibility criteria under which benefits

are available as a right to a sizeable group within the population regardless of individual income (Neil 2004; Esien, 2019a, 2020b). Targeting is associated with the premise that benefits should be distributed based on individual needs, as determined by a test of income (Spiker, 2005; Neil, 2004). In an interventionist setting, government expenditure to activation labour market measures implementation provides public and/or social assistance benefits to registered unemployed job seekers, where the PES monitors private agencies action in service delivery and private employment agency target beneficiaries' individual responsibilities and labour market performance (Barnett, 2003; Neil, 2004; Esien, 2020b). Nevertheless, targeting benefit governance is imperative to challenges in terms of equity and efficiency that infringe social solidarity and reinforce a divisive society (Neil, 2004; Devereux & Sebates-Wheeler, 2004; Devandes, 2017) The government and/or Labour Offices regulates these uncertainties in the allocation of resources through regulatory categorical reductive instruments that guide the policy decision and eligibility criteria (Neil, 2004; Spicker. 2005).

The three reductive targeting benefit instruments are age, behaviour, and impairment. Targeting based on age represents different population segmentation through class and minority status (Immervoll & Knotz, 2018; Neil, 2004) in welfare systems. Class segmentation refers to decision making based on need with a broad division under different people's age base (Maquet et al., 2016). Classification of benefits recipients in Austria, Finland, and the Czech Republic social assistance program, for instance, under 15-24, 25-29, and 50-59 target specific unemployed young and old age groups segment access to minimum income benefits (Social Service Act No. 108/2006 Coll of March 14; Matsaganis et al., 2014). However, class segmentation can cause variance in distributive policies regarding specific age (in-)groups favouritism (Hill and Leighley, 1992). Moreover, recipients of secondary¹⁴ out of work benefits, for instance, in Austria, Finland, and the Czech Republic are often less accessible to young people (OECD, 2016; Esien, 2019, 2021). In OECD's (2016) report, social safety nets are less effective in fighting poverty among young people than among other adults. On the other hand, the age limit to access social benefits may disproportionately affect the social security of low-skilled job seekers and minority groups (Neil, 2004) such as young non-EU immigrants (Esien, 2019). In contrast, minority status pertains to a category of racial

¹⁴ Secondary benefit (unemployment assistance or minimum-income benefits such as social assistance) for those who are not or no longer entitled to insurance benefits (OECD, 2016)

and ethnic minority people in targeting policymaking. Racial/ethnicity diversity category, for instance, in social welfare redistribution targets migrants and other ethnic minority groups access to benefits (Hero and Tolbert, 1996). However, minority status in regulatory targeting policy influences racism and unequal treatment in the disfavour of minority groups in redistributive politics (Song, 2020; Fellow and Gretchen, 2004). In Kidd & Althias (2019) and Spiker (2005) opinion, racial/ethnicity diversify targeting limits and censors the scope and coverage on welfare rolls when governments become less generous in their welfare policies to avoid directing resources to minority citizens. In short, age segmentation plays a key role in class and racial/ethnic minority subdivisions that shrink specific categories of people eligible for benefits. Despite ethnic segmentation, the reductive targeting categories of behavioural requirements also shrink the people eligible for benefits.

Targeting behavioural requirements strive for attitudinal features conditioned under contractual obligations and individual responsibilities to activate recipients (Neil, 2004; Serrano Pascual 2007). Contractual obligations refer to effectively pre-specify reproductive moral behaviour (Mead 1997) to remain eligible for social protection (Neil 2004). In Austria, behavioural contractual obligation reforms took place after the first law of activation measures in 1968/69 (Hofer et al 2013; Hofer et al 2013; Labour, Social Affairs, Health and Consumer Protection 2018). In Finland, the government initiated behavioural obligation reforms in 2000 after the 1990's economic crisis to activate social welfare beneficiaries' job seekers (Esien, 2020). In the Czech Republic, the government introduced these reforms as a set of activation measures to welfare claimants from the Labour office to fulfil (Czech Ministry of Labour and Social Affairs, 2019) certain tasks. The Employment Acts, for instance, in Austria, Finland and the Czech Republic regulates registered unemployed social assistance beneficiaries' obligations in work-related programs (Czech Ministry of Labour and Social Affairs, 2019; Act Governing the Employment of Foreign Nationals (AUSIBG), 2017; Act on the Promotion of Immigrant Integration (1386/2010), 2010; 435/2004 Col. Act of 13 May 2004 on Employment, 2004). However, noncompliance implies punishment and sanctions for the labour market register (Wacquant, 2009, Standing, 2011). In contrast, individual responsibilities embody beneficiaries' autonomous targeted decision to make the right choice (Mead, 1986). Labour office "Individualized Activation Plan" (Governing the Employment of Foreign Nationals (AUSIBG), 2017; Act on the Promotion of Immigrant Integration (1386/2010), 2010; 435/2004 Col. Act of 13 May

2004 on Employment, 2004), for instance, condition claimants' rights and responsibilities for socially approved behaviour to remain eligible (Neil 2004; Serano-Pascual 2007). However, "immoral behaviour" (Mead, 1986) not behaving in economically rational ways (Areily, 2008) increase the chauvinistic policy approach, less generosity (Fellows & Gretchen 2004) and loss of autonomy (Murray 1984). The government also faces challenges to balance rights over responsibilities on obligation in the disfavour of poor people (Neil 2004). This contravenes the broad philosophical and ethical principle functional gains from conditional benefits (Standing 2011). In Maynard's (1997) opinion, this endorses a more "austere" and "paternalistic" role in redistributive policymaking and activation governance that constraints and takes away benefits from the poor. In short, targeting behavioural requirements reproduce moralise attitude that governs claimants' behaviour to remain eligible. Despite conditional pre-specify obligations, the government still face challenges to manage registered unemployed job seekers performance that further target claimants' access to benefits based on impairment categorical reductive tool.

Targeting based on impairment (in this dissertation impairment and disability are interchangeable) describes the basis of impairment in activation programs and implementation conditionality (Pobal, 2013). Impairment refers to benefits constraints to people who have long-term physical, mental, intellectual, or sensory impairments that may hinder social inclusion (Banks et al 2019). In Austria, for instance, the Upper Austrian law on the equal opportunities of people with impairments (Law Gazette, LGBI. No. 41/2008) define this provincial law (Federal Ministry of Labour, Social Affairs and Consumer Protection¹⁵) basic impairment activation measures. In Finland, it is the Finish Disability Policy in 2015¹⁶ (Wiman, 2012). In the Czech Republic, it is the main legislative framework on disability and employment that includes Part III of the Law on Employment No. 435/2004 Coll.1 (on employment of persons with disabilities¹⁷).

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https://www.sozialministerium.at/cms/site/attachments/5/2/8/CH3434/CMS1450780318640/un_disability_rights_convention_first_report_austria.pdf

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https://thl.fi/documents/189940/263914/Wiman_Mainstreaming_Disability_Dimension_CaseFinland.pdf

17 https://www.path-ways.eu/wp-content/uploads/country_report_cz.pdf

This basic program ensures that people with disabilities have an equal opportunity in mainstream public assistance programs that has maintains the appearance of constancy but diminishes the scope of coverage in activation schemes (Pobal, 2013; Neil, 2004). Disability policy targets people with disabilities (PWDs) through need-based and rights-based conditions to access benefits (Rohwerder 2014; Banks et al 2019). Need-based conditions refer to targeting benefit through PWD's individual needs and circumstances for poverty protection (Schneider et al 2011; Kidd 2017; Mitra et al 2017; Banks et al 2019). Test of disability-related costs and disability-specific needs, for instance, determine PWDs access to benefits (Rohwerder 2014; Mitra, 2017). However, government, public employment service and private employment agencies are challenged with the design and definition of a proper test that evaluates the claimant's degree of incapacity performance (Rohwerder 2014; Kidd 2017; Mitra, 2017) to determine benefits allocation. In contrast, rights-based condition represents PWDs rights to social protection as established in international treaties and legislation (Banks et al 2019). Disability Benefits Acts, for instance, in Finland protects PWDs rights to equitable access benefits and mainstream social protection activation programmes (Rohwerder 2014; Banks et al 2019; United Nations 2015). However, aligning programmes to ensuring accessible application procedures, for instance, in disability-inclusive targeted programs is below the scope of coverage as in any other area (Neil 2004; Mitra 2005; Kidd 2017). Briefly, disability regulatory reform targets people with disabilities (PWDs) needs and rights to access benefits. Despite the reductive mechanism, the government, public employment service, and private employment entities cannot sustain costs and fully administer beneficiary's rational behaviour that results in consequences and causes of selective targeting benefits.

There are following consequences of targeting benefits reductive governance to shrink the categories of people eligible for benefits allocation (Neil, 2004; Garcia-Jaramillo & Miranti, 2014; Desai, 2017; Slater and Farrington, 2009; Devereux & Sabates-Wheeler, 2004; and Kidd & Althias, 2019): (a) targeting benefits policy mode face issue with accuracy in that the information needed to accurately identify the poor is often imprecise to resolve this issues; (b) targeting benefits programs design are sometimes too complex and uncoordinated; (c) targeting benefits plays burdens on state Labour Office administrators that may not be cost effective and efficient; (d) targeting benefits programs are usually designed for short term perspective to reduce current poverty and

inequalities, but may fail to focus on the subsequent efforts to ensure the long term alleviation of poverty; (e) targeting benefits involves the tendency of government to abuse targeted programs by converting them into instruments of patronage; and (f) targeting benefits generate ethical reasons as it can lead to “social divisiveness and perceptions that excluding some people from benefits is socially unjust”. That means, it can potentially increase social tension and exacerbate social division and inequalities by including specific groups and leaving out others.

In contrast, the different causes behind targeting benefits play a crucial role in shrinking the categories of people eligible for public and/or social benefits. In the views of Garcia-Jaramillo & Miranti (2004), Slater and Farington (2009), Neil (2004), Fellows & Gretchen (2004) and Maynard (1997), the following causes are behind the proliferation of policies design to targeting benefit in redistributive policy decisions and implementation: (a) targeting benefits focus on the group who are most in need or to give the poor a higher amount of transfers, but increasing income raise the threshold of eligibility; (b) Targeting benefit is influence by constituency pressure through public liberalism with an increase on government spending to Aid depending families and children when citizens’ opinion towards welfare becomes more liberal, less racist, or less bias, but reduces when state becomes diverse because of racial/ethnic diversity and class differences to pass welfare policies programs that are less generous: (c) Targeting benefits is influence through the paternalistic role of the government to actively endorse more austere and a moral agenda of reproductive citizen’s behaviour that may influence policy makers decision and implementation about redistribution policies, but policymakers may act to make welfare increasingly less attractive when “immoral” behaviour grows, since welfare may be seen as a viable source of funds for “immoral” behaviour; (d) Targeting benefits is influence through welfare dependency to decrease welfare generosity. As the proportion of the state’s population receiving welfare increases, the government may act to make welfare less generous to discourage further enrolment; and (e) Targeting is influenced through state financial resources pressure on welfare budgets. A state with more resources provides more generous benefits than a less wealthy state since wealthier states may have more slake resources to afford more generous welfare expenditures than less wealthy states. In addition, state competition over resources also influences targeting benefits because when neighbouring states

reduce benefits a state will reduce their benefits to avoid becoming a “welfare magnet” for enterprising welfare clients that influence the pattern of targeting benefits programs.

Overall, the government targeting benefits model shows the reductive approach of age, behavioural requirement, and impairment criteria to shrink the categories of people eligible for state-funded allowances to protect work. Targeting benefits administrative tool implies government’s preference to raise the threshold of eligibility and targeting public and/or social benefits to the needy one (Spicker 2005) as one of government strongest checks on public expenditure. This has reformulated the categories of individuals who are expected to care for themselves and those who qualify for public support thereby widening the scope of societal divisiveness between donors and the poor (Neil, 2004) to reinforce social cohesion (Esien, 2019, 2020)

2.1.3 Employment-related Initiative in Work Reinforcement Setting

Employment-related initiatives are defined as government regulatory governance that centred on unemployment and public assistance programmes with measures to reform public assistance service delivery (Sirovatka, 2016; Bonoli, 2010; Fransen 2003; Serano Pascual 2007). Other authors defined work-related incentives as governance, which incorporates behavioural incentives, work requirements, and sanctions that create a standardised individual to meet their basic needs and enter paid work (Sirovatka, 2016; Bonoli, 2010; Fransen 2003; Serano Pascual 2007). Similarly, the definition of work-related initiative governance incorporates pre-specify forms of conditionality (Bonoli 2010; Franssen 2003; Neil 2004) in public and/or social assistance programs to stimulate employment, other responsible behaviour, and get registered unemployed to paid work (Loftager 1998; Immervoll 2012; OECD 2015; Martin 2014). In enforcement, employment-related initiatives vary between Austria, Finland, and the Czech Republic with the same or remarkably similar rules (Grubb, 2000).

Notwithstanding, the work-related initiative governance does not always comport with its work intention because registered unemployed people’s shift from welfare dependency to self-support in employment system is difficult to attain (Shutes 201; Dwyer 2018; Jensen 1990; Brollo et al., 2017) that challenge the governance (Grubb, 2000; Martin, 2014; Neil, 2004). In Austria, Finland, and the Czech Republic, for instance, the government regulates these uncertainties through regulatory three

regulatory tools that create new employment opportunities and strong pressure for beneficiaries to find work (Esien, 2012, 2020).

The three instruments are namely, government subsidies, reinforcing capacity, and heightening cost of participation. Subsidies represent a state-funded financial and non-financial transfer from public budgets (Potůček and Rudolfova, 2016) to an eligible individual or private employment agencies (Investopedia Staff, 2020; Jun et al., 2020). Provision is in the form of cash payment, or a specific tax cut (Boyce 2020). This promotes activities that are not provided in sufficient quantity and quality either by the markets or by non-profit and voluntarily activities (Beblavy et al., 2002: 8) to protect jobs or remove some burden for the public interest (Boyce, 2010; Milward and Provan 1999; Investopedia Staff, 2020; Jun et al., 2020). The governments provide either direct and/or indirect subsidies under certain terms and conditions that claimants must follow to avoid penalties (Potůček and Rudolfova, 2016; Investopedia Staff, 2020). Direct subsidise involves the government's payment of conditional funds (Neil, 2004; Porter and Dornan 2013) towards a particular individual, group, or industry (Investopedia Staff, 2020). Public employment service direct cash transfer (payment in-cash) to private employment service agencies or individuals in employment-related activation measures with "beneficiaries' responsibilities" (Dejardin, 1996) create public work jobs for registered job seekers employment opportunities (Del Ninno et al., 2009; Act Governing the Employment of Foreign Nationals- AusIBG, 2017; Act on public employment and business service, 2012; Czech Republic Ministry of Labour and Social Affairs, 201a; Del Ninno et al., 2009). However, direct subsidies may stigmatize registered unemployed as lazy poor people with no working moral (McCord, 2008) and insufficiently improve the living condition of the poor. In contrast, indirect subsidies represent government transfers to increase job availability through tax credits or wage subsidies and other financial incentives for employers to hire social assistance recipients (Neil, 2004; Boyce, 2020). Tax credits are government pay-outs that give extra money indirectly to people in need or "make work pay" (Neil, 2004: 80). Tax Credits can be Working Tax Credit or Child Tax Credit. Working tax credit is for workers with low-income. On the other hand, child tax credits are for child caregivers besides child benefits, and claimants can be unemployed. The governments, for instance, use tax expenditures to subsidize low-income in employment programs such as the Child Tax Credit in Austria (Help gv.at, 2018), Child Benefits in Finland (Kela, 2018), and Child Tax Credit in the Czech Republic (Ministry of Labour and Social Affairs, 2018). The

eligibility is means-tested that depends on an individual's household income. This strengthens positive and negative work incentives and increases work-related incentives in tax systems to promote work (Bonoli, 2010). Tax credit or expenditure also responds to the market's failure to provide an adequate standard of living for workers with families. However, they can also create a form of market failure for over subsidizing low-wage jobs (Neil, 2004: 81) that may jeopardize transition to the work process. Wage subsidies provide private agencies with government back-loans or "payment in kind" (Börde et al., 2015; Brown et al., 2007; Kuddo, 2012), through lump-sum or periodic transfer non-wage subsidies employment costs for work opportunities to retain, recruit, and/or hire targeted registered unemployed (Bookmann et al. 2012; Deuchert & Kauer, 2014; and OECD, 2010). In Austria, for instance, companies receive quality- and employment-related subsidies, inter alia, managed by several companies (Ausbildungsverbände) to foster the acquisition of additional skills. (Federal Ministry of Labour, Social Affairs, Health and Consumer Protection 2017). Since career choices still vary greatly by gender, employers also receive assistance in efforts to take measures that ensures young woman equal access to apprentice trades (Federal Ministry of Labour, Social Affairs, Health and Consumer Protection). In Finland, the government offers a "Sanssi card" ('Sanssi' meaning 'chance') that cover some of the employees' salary when they employ young people particularly, in difficult situations. In the Czech Republic, a European Social Fund (ESF) project introduced in 2009 in the region of Ústí nad Labem provides wage subsidies to employers who employ a recent school graduate (CESifo Dice 2013). These wage subsidies can provide direct information on the person productivity and promote skill formation through "learning-by-doing" to activate productivity and improve long-term employment perspectives (CESifo Dice, 2013). However, employer's wage subsidies discourage young jobseeker's short and long-run labour market perspectives as they are aware of the wage subsidy eligibility. This might change their attitude to succeed in the labour market (ibid). At the same time, subsidies are costly because permanent employment does not generate higher fiscal revenue than temporary employment (European Commission 2012). In short, state-funded subsidies' relief recipients and increase the availability of work. Despite maintenance capacity, subsidies are an inefficient use of resources and may create perverse incentives that prompt governments employ other work-related initiative's regulatory tools to reinforce capacity stimulate work.

Reinforcing capacity embodies efforts to strengthen the capacity of the work draws on a variety of direct measures, psychological plane, and supportive services (Neil, 2004). The intention is to upgrade unemployed people's skills, raise their level of motivation, and help them overcome tangible barriers to employment (Neil, 2004; Esien, 2019, 2020). Direct measures represent Labour Offices employment assistance (Bonoli, 2010) for registered unemployed. Targeted long-life learning education, training, and work experience programs in Austria, Finland, and the Czech Republic, for instance, are targeted activation and personal development measures to enhance young unemployed registered claimants' practical skills and tackle labour market exclusion (Wikijob 2019; OECD 2019; Tessaring et 2013; Esien, 2019, 2020, 2021). In Hesie and Meyer (2004) views, training is on-the-job and off-the-job-training programs organised by employment agencies with a sequence of courses that directly prepare unemployed people for employment/emerging occupation. Yet, intensive training causes greater initial earning losses and work experiences opportunities are often unpaid (Dyke et al., 2006; Heise and Mayer 2004; Wikijob 2019). The psychological plane strives for motivational empowerment programs (Neil 2004; Esien, 2019. 2020, 2021) for different time life. Private employment agencies special therapeutic intervention and social counselling, for instance, has beneficiary counselling effects used to raise long-term unemployed self-esteem, confidence, and morals in an employment setting (Proudfoot et al., 1997; OYED 2015; Rocha 1997). Moreover, in Austria, Finland and the Czech Republic, the private employment agencies provide job assistance counselling through "Individualized Action Plan" regime that guide and boost young unemployed non-EU immigrant's morale (Ministry of Labour and Social Affairs 2018; Tubb, 2012: 3; Marina, 2016; Esien, 2019; Grubb, 2000). Furthermore, private employment agencies in Austria deliver Youth Coaching (Jugendcoaching) program from the Federal Ministry of Education and the Social Affairs Ministry and Social Affairs Ministry Service to young people including young TCIs in difficult periods of decision-making with professional advice and support (Esien, 2019). Nevertheless, the policy implementation may be more complex than originally conceived to impact out-of-work people's life (Foster-Fishman et al., 1998).

Supportive services refer to government enabling and additional services to help registered unemployed job seekers overcome tangible barriers to employment (Neil 2004). The OSC childcare assistance programs in the Czech Republic, for instance,

provides childcare support for parents' work-life balance. In addition, public employment service assistance to the young registered unemployed job seeker through transportation, indebtedness counselling, and extended medical coverage etcetera help surmount tangible barriers (Neil 2004; see Esien 2019, 2020). However, government supportive systems show paramount concern about the cost and possible disincentive to work (Atkinson 1987). In short, private employment agencies education and training, empowerment measures, and government additional help reinforces registered unemployed job seekers capacity to surmount tangible barriers and enter paid work. Despite human resources' development, bureaucrats still face challenges in the regulative governance. These uncertainties are addressed through heightening costs that beneficiaries must follow (Neil, 2014; Esien, 2019, 2020, 2021).

Heightening the cost of nonparticipation in work-related activities defines a tactful incentive to sanctions (Neil, 2014). Sanctions refer to government's regulative and restrictive instruments of power institutionalized under the Employment Act for public administration. Regulatory tools convey a distinct meaning of rules to limit beneficiaries who include immigrant's choices and actions (Zinyema, 2014; Esien, 2019, 2020, 2021). Specialized bodies of government's public administration (Potůček and Rudolfova, 2016), coding guidelines, process definition or control rules, for instance, guide, monitor, and enforce compliance with nations' employment law for welfare claimant and private agencies conducts in activation programs (such as training programmes Brollo et al (2017) and to accept work or perform community work). However, to monitoring and enforce conduct governance are costly and the political or administrative constraints may limit the extent to which governments can enforce conditionality (Brollo et al, 2017). In contrast, restrictive tools are penalties that place "good work habits" and individual responsibilities at the centre of the social citizenship relationship (Mead 1987; see Esien 2020; Clasen and Clegg, 2007). Several governments around the world rely on these 'conditional' welfare programs in many areas that include immigrants to reinforce formal rules mechanisms (Esien, 2019, 2020, 2021; Brollo et al, 2017). Financial penalties or withdrawal of benefits, namely, penalize private employment agencies and beneficiaries "immoral" (Mead, 1987) or "anti-social behaviour" in violation of active employment policy measures (Brollo et al., 2017; Clasen and Clegg, 2007). However, heightening cost procedures bears transaction and high administrative costs to monitoring compliance activities. Also, the

intensification and consequences of non-compliance vary depending on the historical record of compliance and nations' states institutional context. In Neil (2004) and Classen and Clegg (2007) opinions, heightening costs (this is sanction) may cause "bubble effects" design to target access to benefits and lower the likelihood of sustainable employment and income over time. Briefly, heightening cost (sanction) disciplines welfare beneficiaries' action and punishes registered unemployed claimants conduct for violating legislative behavioural conditionality. Despite the state regulatory instrument of power, the government cannot sustain public finance and fully control the claimant's behaviour that results in consequences and cause of enabling state activation governance to meet full employment.

There are the following consequences: (a) the work-related initiative model seeks to replace "passive" income support with "active" measures, but to get people back to work depends on the job that may not always translate into gaining control over one's life. (b) The model emphasis on responsibilities over rights but balancing the right to the responsibility on diverse obligations challenge the governance (c) The emphasis is from income maintenance to social inclusion, but the latter requires more than a public transfer of money to those in need. Despite consequences, there are different causes behind work-related initiative regulatory governance. In Van Berkel & Møllerr, (2002), Zeitlin & Trubek, (2005); Neil, (2004); Bonoli (2010); Whiteford (2013); and Neil and Gilbert, (1989) opinions, there are following: (a) Immense fiscal pressure in response to the interaction of the social security system with socio-demographic trends that increase public spending with severe pressures. (b) Globalization of the economy with labour mobility heightens demand and competition for jobs and social provisions as new immigrant families arrive that make welfare reforms legislation to impose stringent limits on legal immigrants' eligibility for public assistance. (d) Public perceptions that the generous social welfare provisions have created disincentives to work. (e) Normative view about the proper relationship between the state and the market has undergone significant conversion since the collapse of command economies in Russia and Eastern Europe

In general, work-related incentive governance involves formal rules to increase the availability of work and to get people back to work. The government grants direct and indirect employment subsidies for human capital development measures. The programs are designed with different forms of welfare conditionality to stimulate employment and

other responsible behaviours. Noncompliance implies sanctions that include punishment, penalties, and benefit withdrawal, which disproportionately affect disadvantaged groups among citizens and non-citizens in terms of their relationship to the market (Shutes Isabel, 2011).

Overall, the conceptual framework consists of contracting out new relational corporate new governance, where the government provides unlimited public and/or social assistance allowances, grants, and subsidies as last resort safety-net but means-tested selective targeted to regulate young unemployed new employment opportunities and target benefits that target individual responsibilities and labour market performance. The Labour Offices hires private employment agencies and sign a conditional performance monitoring contract, Private agencies create work-related initiatives according to a contractual arrangement to beneficiaries that activate the benefits system and assist young third-country immigrant employment opportunities. Benefit eligibility and entitlement is means-tested based on reductive categories (age, behavioural requirement, and impairment), citizenship, citizenship, and residence. Noncompliance to contractual regulation implies sanctions, penalties, fines, and even withdrawal of benefits depending on the formal regulation of the sanction regimes.

2.2 Theoretical Framework

There are several theories underlying this dissertation. In this regard, Neil's (2004) ideal type enabling state theory proposes a theoretical rationale to understand how the government, public employment service institutions and private employment agencies make decisions about certain support to help people and communities take an active role in maximizing social cohesion. The enabling state market-based approach brings together a network of private and voluntary institutions to target benefits that target individual responsibility and labour market performance for inclusion (Bavir, 2009; Neil 2004; Esien, 2019, 2020). In theory, the enabling state emphasizes to integrate the poor and needy into the network, multi-stakeholder, market-based economy (Neil, 2004), and the integration in turn determined by (a) subsidization of private activity (That involves, state to the market, contracting for welfare goods and service's delivery by private agencies, transfer in cash or voucher, and increasing indirect expenditure), (b) promoting work (That is through recommodification of labour, restriction and or

conditionality, and use of employment and/or recruitment incentives and sanctions), and (c) selective targeting, (That is from universal to selective and restoring social equity) and social cohesion (That is based on cohesion of shared values about civic duties). This approach of social cohesion governance is transforming the welfare state and public responsibility shifting away from the state and towards the private market and civic society, made up of voluntary organizations and informal networks of family and friends (ibid). Using the rationale of this theory, I refine the research questions, make a literature review, and prepare the authorized documents and interviews to collect the data.

Another related theory that guides the research design is the activation theory (Bonoli, 2010). This theory was relevant to this study because it postulates a theoretical rationale for how employment-related service institutions stimulate employment and individual responsibility. In this study, the stimulations I wish to analyse are “work-related activation measures “. In theory, activation measure is the outcome of an intention to combine placement service with conditionality to improve employability, the use of sanctions (workfare), and the intention is in turn figure by measures aims to strengthen motivation and makes use of existing earning’s opportunities (there are work incentives, job search requirements, benefits sanctions), productive participation in society (that is training to improve job seekers’ capabilities), and self-sufficiency with less dependency on public support (there are employment services and programs to support labour supply and expand job seekers’ earnings opportunities such as wage subsidies, direct job creation) (Bonoli, 2010: 10; Martin, 2014; Immervoll, 2012).

Welfare chauvinism theory analyses how the governments and policymakers promote nativism as the main instrument of social policy (Ennsner-Jedenastik 2017) to exclude “strangers,” and prefer specific national from the social welfare provision current debate (Cavaille and Ferwerda, 2016,). The underlying assumption combines the anti-immigrant sentiments and pro-welfare stance. Government supports are generous to nativists but possess a problem for immigrants as the effectiveness is limited to certain citizens with the distinction between ‘us’ and ‘them’ (Keskinen et al. 2016).

Lastly, the welfare-state theory assumes an interrelated and heterogeneous ensemble of disjoint social programs (Ebbinghaus and Manow. 2001: 9). It denotes the fact that in

the relation between the state and economy, a complex of legal and organizational features is systematically interwoven (Esping-Andersen 1990: 2). Such an analysis assumes and stressed the systems which show distinct “principles” of welfare provision (Ebbinghaus and Manow, 2001: 8). Hence, the welfare regimes bunch particular values together with programs and policies (Goodin et al. 1999: 5). The comparative welfare regime approach investigates the regime differences by using ideal-typical models or typologies, which have “an obvious attraction in being able to characterize whole systems with the related implication that different systemic features “hang together” (Lange and Meadwell 1991: 84). Analysing welfare regimes is a persuasive heuristic in comparing welfare states. Esping-Andersen’s (1999) (see table 1) three worlds of welfare capitalism show different principles of social protection and outcome of unique legacies of state-building as well as specific socio-political forces (and ideologies that have put their stamp on welfare states (Esping-Andersen 1990; Flora 1986; Rokkan 1999). Esping-Andersen emphasized that the main differences reflect three political traditions (Ebbinghaus and Manow 2001: 9). Firstly, the liberal conceptions of the residual welfare state should not intervene in “free” markets by limiting work incentives and individual choice (Ebbinghaus and Manow 2001: 9). Secondly, the paternalist Conservative states’ traditions and Christian-democratic conceptions of “subsidiarity” (Van Kersbergen 1995). Conservative welfare states have a medium level of de-commodification (Ebbinghaus and Manow 2001: 9). Finally, the social-democratic conceptions of a Universalist and redistributive welfare state (Ebbinghaus and Manow 2001: 9). They provide universal social benefits and extended public service to all citizens (Ebbinghaus and Manow 2001: 9)

Table 1: Esping-Andersen’s three worlds of welfare capitalism

Regimes	“Liberal”	“Conservative”	“Social-democrats”
Prime examples	USA, UK	Austria	Finland
De-commodification	Low	Medium	High
Social Rights	Need based	Employment-related	Universal

Welfare provision	Mixed services	Transfer payment	Public services
Benefits	Flat benefits	Contributively related	Redistributive

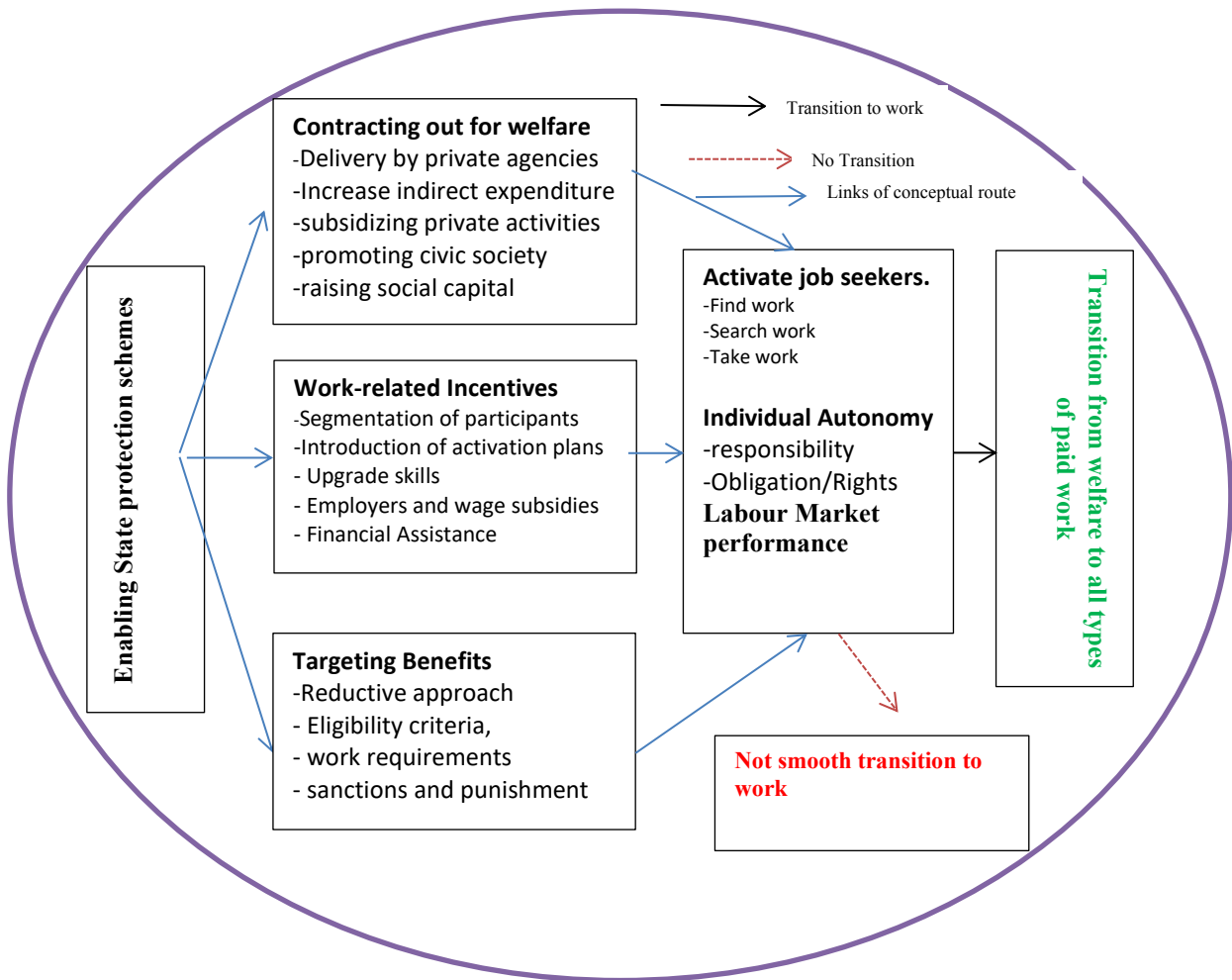
Source: Ebbinghaus and Manow (2001); Esping-Andersen (1990); Kohl (19993)

The advantages of this design provide a model or map of why the world is as it is and offers a conceptual view of what the world looks like (Maxwell, 2005: 42). The theories also help to specify, refine, conceptualize my research questions, and structure the interview guide to collect data. In addition, the inductive model¹⁸ (see figure 1) links theories and empirical indicators that are crucial to collect data, not the phenomenon to guide the other design decisions (ibid). Thus, to merge theories in this qualitative comparative cross-country research design is relevant to refine the original research questions and makes it more theoretical after the incorporation of concepts from existing theory to guide the research, data collection, and constructively interprets the data.

Despite the advantages of the theoretical foundation design, there are several disadvantages because the enabling state is an analytic construct based on an ideal-type analytic construct (Neil, 2004). Usually, researchers apply this conceptual framework that shaped these tendencies even though the enabling state does not take one distinct form (ibid). Just as, there have been different types of welfare states, variations within the basic patterns of the enabling state are likely to emerge in response to historical and cultural differences between the advanced industrial nations. There may, for instance, be an Anglo-Saxon version and a Scandinavian version. In addition, as the new institutional arrangements for social welfare build on this foundation, many questions arise about the real meaning of social inclusion, the best design of work-related measures, the cost and benefits of contracting for welfare, the targets for the recipe of benefits, and the maintenance of social solidarity under policies driven by market-oriented concerns (ibid).

Figure 1: Inductive theoretical and conceptual framework for research on enabling state activation and third-country national transition to work.

¹⁸ The inductive conceptual framework is derived from qualitative data and represent an emic (or internal) conceptual framework that includes the perspectives of the study participants. In sum, the inductive conceptual framework helps to answer the research questions.



As a matter of fact, the theories of this dissertation assist to understand how the government, employment service institutions and private employment agencies make decisions about certain support to help and/or activate registered unemployed people, and communities to take an active role and be responsible in maximizing social cohesion.

Overall, the emerging enabling state stimulates employment and responsible behaviour, which promote an “active state” (Neil 2004). These changes indicate the silent surrender of public responsibility and the transformation of the welfare state from the conventional Scandinavian or social-democratic welfare state to enabling state selective liberal model institutional approach (Whiteford, 2013; Neil, 2004, 1983; Esping-Andersen, 1990) that advance a market-oriented approach social protection that target benefits that target labour market performance. Moreover, access to benefit is linked to conditions that require beneficiaries’ personal and compliance to administrative rules

and obligations with responsibilities to face sanctions in case of non-compliance. This administrative procedure disproportionately affects disadvantaged non-EU nationals in comparison to their national peers in terms of their relation to the labour market (Shutes and Isabel 2011). Although there seem to exist research on activation and welfare, there is still little investigation in Central Eastern European (CEE) countries (Gisine, 2016) and other European countries explaining employment-related activation measures to interpret young third country immigrants' transition from welfare to all types of work in Austria, Finland, and Czechia. Moreover, the role of the state, public and private employment services agencies in work-related activation measures implementation have not been giving much attention. Studies of the data for the welfare protection system that can be found in the literature pertain to a relatively narrow population and not focusing primarily on young third-country immigrants. Even though third-country nationals are heterogeneous groups with different entry status and working perception/ethic to (enter) work that needs dichotomization of the subgroups to understand the phenomenon. Most employment-related activation schemes that enable third-country nationals' transition from welfare to work are rare and requires clarification. Hence, regarding public and social policy as well as sociological theories, this dissertation will deserve careful analysis of young third country immigrants' transition from welfare to all types of work and the role of their employment services in work-related activation programs implementation to smoothing this process in Austria, Finland, and the Czech Republic.

In the next chapter, I present the research methodology.

3 RESEARCH METHODOLOGY AND METHODS

In this doctoral dissertation, all the included articles namely, Articles I-XVI are based on a qualitative cross-national comparative fewer case study approach where primary and secondary data were collected for analysis. Some of the articles are also based on a theoretical discourse (that is of the enabling state, activation, and welfare state theories etcetera) and interpretative approach. Hence, the sixteen included articles of this dissertation relied on different empirical and research data. The qualitative cross-national comparative fewer case study design and the theoretical discourse and interpretative approach were selected because this study needed a qualitative research

approach and the notion that the articles included are distinct from each other. Qualitative comparative method approach is justified if it concerns how the complexities of the socio-cultural world are experienced, interpreted, and understood in a particular context at a particular point in time (Bloomberg 2007; Merriam, 1998; Patton, 1990). This shed light to the complexity of the phenomenon in question. As a matter of fact, it was imperative to bring these articles together as they are related to the different chapters of this dissertation regarding the research methodology. Moreover, they are already systematic double-blind peer reviewed before publications or after dissemination in various national and international conference. This show it consistent result are likely to offer more reliable research evidence than non-systemic reviews or single studies that is consider in this dissertation research methodology. As such, to intensively analyse the possibilities and constraints of the qualitative cross-national comparative fewer case study method and the theoretical discourse and interpretative approach. Thus, this chapter focuses on the arguments for using a qualitative cross-national comparative fewer case study method approach and a theoretical discourse and interpretative approach in this dissertation.

Notwithstanding, in this article-based dissertation that consist of the author's several double-blind peer-reviewed scholarly publications or unpublished manuscripts accepted for publication as well as a summarising report on them, the articles could differ in their research aims, and therefore, the research methodology may rely on each articles' objectives. As the articles may differ from each other, it is important to design a conceptual and theoretical framework for the whole dissertation in the process of merging the findings of the different articles. Thus, this dissertation involves several theories described as theoretical frameworks that tight the articles together. Of all the theories, the most obvious are the enabling state, welfare state, activation, and welfare chauvinism theories. The enabling state emphasizes a market-oriented approach that target benefits that promote labour force participation and individual responsibilities (Neil, 2004) in the state-society relational governance for public goods and service implementation (see Esien, 2019; 2020), while the welfare state theory argues that different ideal-typical regimes¹⁹ have an obvious attraction in being able to characterize

¹⁹ The ideal-typical models or typologies are such as the liberal or residual welfare state regime with "free" markets limiting work incentives and individual choice, the paternalist Conservative states traditions and Christian-democratic conception of "subsidiarity", and the socio-democratic conception of

whole system with the related implication that different systemic features “hang together” for analytical purposes (Van Kersbergen, 1995; Esping-Andersen, 1990; Esien, 2019, 2020, 2021). Activation theory argues that the combination of job placement services (such as job counselling) with stronger work-related incentives, time-limits on reciprocity, benefit reductions, and the use of sanctions known as workfare regulates registered unemployed jobseekers from welfare to work (Bonoli, 2010; Neil, 2004; Martin, 2012; Esien, 2019; 2020). Meanwhile, welfare chauvinism theory argues that governments’ provision of welfare benefits should be for native in-group citizens with respect to citizenship, ethnicity, race, or religion, while non-native out-groups’ individuals should receive limited public and/or social assistance (Cavaille and Ferwerda, 2016; Ennsner-Jedenastik 2017; Esien, 2019, 2010). This offers a conflicting result to anti-immigration perspective and xenophobic perception that are contra productive to open democratic values.

Briefly, in this dissertation that also involves sixteen articles which are based on different methodological premises. The idea was to use a qualitative method approach which include cross-national comparative fewer case study method approach and using the theoretical discourse and interpretative approaches. In this case, this study will endeavour to construct an insightful and an in-depth multidimensional comprehensive picture of its aims and objectives. Nevertheless, the qualitative comparative cross-national case study methods and the theoretical discourse and interpretative approaches may not cover the whole studied phenomenon without several limitations to the “comparators”. Hence, the approach may yield extra information by producing ideas that is not part of this dissertation project.

In the next sub-section, I discuss about the location of the study area.

3.1 Location of the Study Area

This dissertation was conducted in one city in Austria, one city in Finland, and in one city in Czechia. The one city in Austria was Linz, while the lone city in Finland was

a Universalist and redistributive welfare state ((Van Kersbergen 1995; Ebbinghaus and Manow 2001: 9; Esping-Andersen 1990)

Tampere, and the one city in Czechia was Prague. The cities are briefly described hereby in the order of Linz, Tampere, and Prague.

The city of Linz is the headquarters of upper Austria. Linz is located about 190 km from Vienna and approximately 30 kilometres (19 miles) south of the Czech border, on both sides of the River Danube. The population of Linz was 200.839 as of 14th June 2016 and the third largest city in Austria as of 2019. The city was selected for this dissertation because the researcher of this dissertation found that local units of government and non-state institutions working there in the areas of employment-related activation measures could be representative and suitable of other similar local public employment services and private employment agencies in Austria as a whole. Moreover, the city was selected for this research because it is considered one of the towns in Austria with several employment agencies with suitable expertise knowledge about non-EU nationals and other minorities groups in public assistance service delivery. In addition, there are several young unemployed TCIs living there and enrolled in different employment-related activation measures. Furthermore, the city was selected for this study because of the Public Employment Service (AMS)²⁰ Linz and Berufliches Bildungs- und Rehabilitationszentrum (BBRZ)²¹- that is the case study PES and employment agency, being one of the largest in terms of public service and employment-related activation measure delivery for non-EU nationals and minority groups of people in Austria.

The selected city in Finland for this study was the City of Tampere. The City of Tampere is located about 176 km northwest of Helsinki, the capital of Finland. The population of the city was 204,337 as of 2009. The city is also said to be the largest inland city in Scandinavia and the second largest economic region in Finland after the Helsinki capital region. The City of Tampere is suitable for this study because the researcher found that the Public Employment Services and private employment agencies working there in the implementation of employment-related public and/or social assistance services could be representative of other similar regions in Finland. In

²⁰ The Public Employment Service (AMS) is the leading service provider on the Austrian labour market. They provide workers with vacancies and support the self-initiative of jobseekers and businesses through advice, information, skills, and financial assistance. (<https://www.ams.at/organisation/ueber-ams/daten-und-fakten>)

²¹ The BBRZ serve as an organisation that accompanies people back to work after an accident or illness. They are an innovative provider and expert in matters of holistic vocational rehabilitation and prevention with the mission to empower job seekers and enable people enter into the labor market (<https://www.bbrz.at/ueber-uns/wer-wir-sind/geschaeftsfuehrung.html>)

addition, the city Tampere represents one of the fastest growth centres in Finland with several incoming migrants and employment agencies in the implementation of work-related measures for non-EU unemployed people. Nevertheless, the City of Tampere also faces challenges with high youth unemployment rate that make the governance complex to activate young unemployed citizens and bring registered job seekers into paid work.

Lastly, the City of Prague was the city in Czechia selected for this study. is the historical capital of Bohemia and capital of Czechia. The population of Prague was 10693939 as 1st January 2020 (Czech Statistical Office- CZSO, 2020) and it is the largest city in Czechia. The city was selected for this dissertation because the researcher of this dissertation found that local units of government and employment agencies working there in the areas of employment-related activation measure service implementation for young non-EU nationals could be representative and suitable of other similar regions in the Czech Republic as a whole. Moreover, the city was selected for this research because it is considered one of the towns in the Czech Republic with several employment agencies with suitable expertise knowledge for non-EU nationals and other ethnic minorities groups of people job placement. In addition, there are several unemployed young third-country immigrants living in Prague and actively taking part in several activation measures. These are also relevant for beneficiaries' interviews in this dissertation. Furthermore, the city was selected for this study because of the Labour Office, municipalities, Integration Centre Prague and InBaze- that are part of the case study public employment services and private employment service organization, being some of the largest in terms of public and/or social welfare assistance and counselling services to support the integration of foreigners in the Czech Republic that include non-EU nationals.

In the next sub-section, the author of this dissertation presents the data selection of this dissertation.

3.2 Public Agencies, Private Organizations and Documents Selection

The previous chapter examined the location of the study area. This subsection will look at the multiple purposely sampling and selection of data collection. For this dissertation purposes, the three multiples purposely samples for data collection selection are public

and private agencies and documents. Each of these is defined and/or explained below in the context of this dissertation.

3.2.1 Public and Private Agencies Selection

One public employment service agency and one private employment agency were selected in Austria, one public employment service agency and one private employment service agency in Finland, as well as one public employment service agency and one private employment service agency in the Czech Republic were selected for the data collection in the respective countries (see Table 2). In Austria, the one public employment service agency selected was AMS and the one private employment service agency was Berufsförderungsinstitute²² - BFI both in the city of Linz, whereas the one public employment and business service agency in Finland was Tampere City Counsel with MAINIO – Tampere City Migration Info centre (Tampere, 2020) in the city of Tampere and the private employment service agency was Moniheli²³ NGO- a key player in the finish integration field. In Czechia, the one public employment-related service agency was Prague 1 Municipality with ICP- Integration City Prague (MAGISTRÁT HLAVNÍHO MĚSTA PRAHY, 2020) and the non-state employment-related agencies was InBaze (NGO)- a key player in Czech’s integration of foreigner’s scenario.

Table 2: Public and private employment service agencies sampling for data collection in the comparative agencies.

Country	PES	Private Employment Service Agencies
A	AMS Linz	Berufsförderungsinstitute- BFI Linz
FI	Tampere City Council-MAINIO	Moniheli NGO
CZ	Prague 1 Municipality- ICP	InBaze

Austria (A). Finland (FI), and Czech Republic (CZ)

The criteria for selecting the private employment services agencies and public employment service agencies were based on the volume of their services, background, and their employment potential especially to non-EU nationals and different minority

²² <http://www.bfi-ooe.at/de/ueber-uns/das-bfi-oberoesterreich/60-jahre-bfi-ooe.html>

²³ <http://www.moniheli.fi>

groups. All the selected public and private agencies in this dissertation have a long history in the provision and delivery of employment-related activation services to assist migrants' work-related integration process. Therefore, the author of this study presents the reason for selecting the public and private employment agencies and authorized documents in this dissertation in the order of AMS Linz, BFI Linz, MAINIO – Tampere City Council Migration Info Centre, Moniheli NGO Finland, Prague 1 Municipality and Integration Centre Prague (ICP).

First, AMS Linz-Upper Austria was selected for this study, in which AMS Linz was part of the case study setting of public employment service enabling disadvantaged young immigrant NEETs school to work transition processes. Overall, the reasons for selecting AMS Linz for the present study was that it is one of the largest Public Employment Service agencies involved in employment and purchasing for social services (information, counselling, guidance) delivery from private entities in the town of Linz and in the Upper Austria region.

Second, Berufsförderungsinstitute- BFI is an organization among the BBRZ group founded on October 14, 1960 in Linz, Upper Austria with the aim of providing support and accompanying people of working age in the development and use of their professional and social opportunities. Since the last 50 years BBRZ has been permanently expanding its offers, quantitatively, qualitatively, and territorially. Founder and sponsor of the BBRZ company group are the employees' lobby ÖGB (Austrian Trade Union Federation) and AK OÖ (Chamber of Labour, Upper Austria). The BBRZ Company Group is organized into six regions and is represented at around 154 locations in 58 Austrian municipalities. BFI organization as part of BBRZ Group provides services in the field of youth work, production school, youth coaching, labour market courses, social training, and apprenticeship. The delivery of these services has not only created jobs for their employees who work as social workers but have also assisted registered young unemployed non-EU nationals' transition to employment systems. The organization also creates fields of work that require a high level of counselors' commitment and individual responsibilities in the delivery of employment-related activation services. Some of the organization public assistance services provisions are targeted towards youths, minority groups of disadvantaged young people, and non-EU nationals.

BFI organization cooperates with the local units of government and Municipality that subsidize work-related activation programs to enable them to provide youth coaching and counseling for registered unemployed young people. Beside these funding sources, the organization also receives financial support from the Ministry of Social Affairs and the European Social Fund (ESF). As a matter of fact, the local Labour Office and municipality purchase BFI service for the delivery of targeted programs to social assistance beneficiaries such as registered unemployed hard-to-place minority groups of young people and non-EU nationals and it is believed this private agency are better able to enable vulnerable people transition into paid work (see Esien, 2019, 2020; Neil, 2004, p. 144).

In this case, BFI organizational service and activities created paid work for their job coaches and offered activation measures that create jobs and assist registered unemployed young people transition to paid work. Most of their counselors and job coaches work as trainers in production schools and apprenticeship education training activities. Currently, BBRZ Gruppe that includes BFI employs around 3000 staff, 600 employees with impairments and over 950 transit employees under temporary contract.

Tampere City Council with its Tampereen Maahanmuuttajat Info, otherwise known as MAINIO- the Immigrant Advice Centre of Tampere- is a public agency of City of Tampere, located about 173 km from Helsinki – the capital of Finland. Mainio is Tampere City Council multilingual, easy-to access information centre founded with the aim to provide immigrant information and advice on every day. Presently, their services provision includes housing, work, education, resident permit, health care, social services (such as benefits you can get for a living). Moreover, the public institutions also carry-out different types of service in this time of uncertainty. One of the projects is the coronavirus information counselling and personal initial surveys for residents of Tampere and Ylöjärvi municipalities who have moved to Finland to study or work or at home with their own children (Tampere.fi, 2020²⁴). Additionally, the institution also provides immigrant employment-related counselling to everyone, and the counselling service is not affected by clients' background or reason of entering Finland. The services are cost-free and there is no need to book an appointment. In addition, the

²⁴ <http://www.tampere.fi/maahanmuuttajat.html>

employment-related counselling is serving in 17 different languages²⁵ and all counsellors also speak in Finnish. This multilingual employment-related counselling enables the better understanding and diversity of peoples' need and helps marginalized people such as young unemployed non-EU nationals surmount their barriers and enter employment systems. This institution also helps every citizen have access to open information despite their status or socio-economic condition. All the employment-related activation programs counsellors are employees of the City of Tampere but work in cooperation with the local Labour Office. The collection of other data was face to face and sometime through the telephone.

Fourth, I selected Moniheli²⁶ non-governmental organisation in Finland for this study because I found the private entity to be the largest in the region, in terms of service and employment potential in Finland (Moniheli.fi, 2020). Moniheli, is in Helsinki, which is the capital of Finland but takes care of migrants' organizations in Tampere. Moniheli is a nationwide network of multicultural associations²⁷ and/or organizations to achieve a more equal society. The organization was founded in 2010 with the aim to support the integration of immigrants and make an impact on the society. Bit by bit the agency expanded its activities and presently, the organisation has several main areas of operation, namely, training, provision of individual advice, cooperation, networking, and influencing, distribution of project grants and providing facilities for meeting/activities free of charge. Regarding project implementation, the organization works together with the member organizations that give member organization access to develop their own expertise. This cooperation promotes the integrity and equality of the community that helps non-EU nationals' participation in the society. In addition, they also give member organizations the opportunity for individual counselling. Furthermore, Moniheli funds its non STEA funded member organization with Moniheli grants as well as offers training and sparring concerning activity and project planning to enable the community to overcome challenges. Moreover, Moniheli also helps its

²⁵ Some of the languages are English, Nepali, Hindi, Somali, Arabic, Persian, Dari, Kurdish, Portuguese, Chinese, Thai, Lao, Spain, French, Bulgarian, Russia from Monday to Friday, 10 am – 13 pm (<http://www.tampere.fi/maahanmuuttajat.html>)

²⁶ <http://www.moniheli.fi>

²⁷ Some of these associations are Ad Astra I Helsingfors rf, African Civil Society in Finland- AXCF rf, African and African-Europeans 'Association AFAES ry, Association Of Grasslanders in Finland rf, Association of Tanzanians in Finland – ATF rf, African Development Concept, Berdy rf, Disapora Reporters, Philippines Society, Finland-Malayalee – FIMA ry etc (<http://www.moniheli.fi/jasenjarjestot-member-associations/>)

member organizations to apply for other grants that might help the community overcome some barriers. The organization has about 100 member associations. About 80 people work in the organization as permanent or fixed-term contract employees. There also volunteers working in the organization. Most of the employees of the organization are employed directly from the labour market and announcement in the community webpage. The activities of the organization are predominantly financed through income from their social enterprise, from donations, and state-funded subsidies through public contracts and the project runs in cooperation with the local units of government. December 2019, I collected the data using a semi-standardized questionnaire survey that I sent through email.

Fifth Prague 1 City District with its Integration Centre Prague (ICP)- is a public employment-related agency of the city of Prague 1 City District, located in Prague- the capital of the Czech Republic. Integration Centre Prague²⁸ (ICP) is the largest non-profit organization in the city of Prague and in the region, in terms of services and employment potential. ICP works to make Prague a metropolis for all people regardless ethnic, race or gender to enhance a cohesive society. The organization was founded by the City of Prague in 2012 with the objectives to effectively coordinate integration activities and to establish cooperation between the non-profit sector, local authorities, and the Prague City Council. Bit by bit, the organization expanded its services and presently, the organization has four main areas of operation, namely, consulting service, Czech language courses, interpreting and accompaniment, and networking. Regarding consulting services, the organization delivers different types of consulting services to young people, adults, non-EU nationals etc. in need of social consulting (assistance when looking for housing or work) and legal consulting (checking documents from the Ministry of Interior and basic assistance in employment contracts and help in the case of discrimination etc.). In the case of Czech language courses, the organization provides different types of Czech language courses only for non-EU citizens with legal residence in need of standard course (levels beginner (A1) and basic (A2)), specialized courses (permanent residence exam preparation (A1)) for a period exceeding 90 days. Seekers of international protection are excluded from these language courses.

²⁸ <http://www.icpraha.com/en/who-we-are/>

About a high number of people work in ICP as permanent and fixed term contract employees. The organization also has people working there as volunteers. Most of the employees of the organization are employed directly from the open labour market. The activity of ICP is financed from the fund of the EU Asylum, Migration and Integration Fund, and grants from the Czech Ministry of the Interior through public contracts and the projects that they run in cooperation with the Prague City Council. The provisions of services are free of charge and available to all those in need of them.

Additionally, I was also looking for an organization that counsel registered unemployed young non-EU immigrants' participants in activation measures and struggling to enter paid work. After, my request to collect data from ICP was approved by the project management with several email contact and meeting appointments. I visited ICP for the first time in 2019, where I collected some data. During the preparation of my second visit to the organization after appointment, we were obstructed by the corona virus. But I still collected data using questionnaire surveys through online contacts.

Lastly, I selected InBaze non-governmental organisation in Czech Republic for this study because I found the community centre for migrants to be one in the region, in terms of delivering language course service for foreigners and employment-related potential in Czech Republic (Inbaze.cz, 2021). Inbaze, is in Prague, which is the capital of Czech Republic. The organization is a community centre for migrants and the Czech public that was founded in 2005 by a group of people helping as volunteers with activities aimed to helping foreigners integrate into Czech society, and primarily concentrated in the civic association Berkat. Bit by bit the organization expanded its activities and presently, the organization has several main areas of operation, namely, collaborating and working with schools on multiculturalism, training, delivery of Czech language courses, and provision of counselling (legal, social, and psychotherapeutic). Since 2013, the organisation has been implementing pilot projects aimed at shaping the intercultural career worker. The organisation also works together as partner organization of the Prague Integration Centre that helps non-EU nationals participate in the society. This partnership and cooperation make the organisation as guarantor for work and with families of foreigners that include young non-EU nationals. Furthermore, they also expanded their activities to the Modrany branch in Prague and the SAPA market to assist foreigners in their integration process. Moreover, they also opened the Mozaika art

STUDIO in Belgicka Street, where regular creative activities for children of foreigners, their Czech friends and parents take place to enhance a cohesive society.

Currently, InBaze employs around 40 people who include foreigners from Belarus, Gorgia, Armenia, Mongolia, Ukraine, Russia, Vietnam, Bosnia, Mexico, Spain. In addition, about more than 30 people participate as volunteers in InBaze Volunteer Program that is accredited by the Ministry of the Interior of the Czech Republic. The activities of the organization are predominantly financed through income from their social enterprise, from donations, and state-funded subsidies through public contracts and the project runs in cooperation with the local units of government.

In short, the prevalent fact about the selected public employment service agencies and private employment-related service agencies in Austria, Finland and the Czech Republic is that they all pursue measures in the implementation of public and/social assistance employment-related goods and services to foreigners that include disadvantaged registered young non-EU nationals and other ethnic minority groups of people using state-funded subsidies to new employment avenues (see Esien, 2019; 2020).

3.2.2 Document's Selections

This sub-section looks at another aspect of multiple purposely sampling that is the selection of documents for data collection in this dissertation.

For purpose of this study, multiple purposely sample of documents were selected. The dissertation documents consist of legislative employment-relate Acts and authorized official employment reports and an overview of existing academic literature to offer corroboration and / or supportive evidence (Mayring, 2002) that promote labour market participation and new employment opportunities (see Esien, 2019; 2020). The criterion for selecting the authorized documents of this study are as follows: (a) the documents are of special importance with physical evidence that serve as a source for explaining human behaviour (Atteslander 1971: 53); (b) The documents have a long history as official legislature and laws guiding employment for foreigners such as non-EU nationals and employment service agencies to deliver public assistance goods and services for work promotion; (c) They are official text serving as documents in social sciences research (Mayring 2002); and (d) The documents only allow interesting

conclusions on human thinking, feeling, and acting, that are interpretable and enable the objectifications (materializations) of the author's psyche (Ballstaedt 1987).

Since 2017, the researcher of this dissertation has investigated the purposely authorized and law abide employment documents during his stay in Prague, Tampere, and Linz. These legislative employment-related documents are from the comparative entities Ministry internet sites, different search engines such as Google and gatekeepers from the researcher`s network living and working in the respective three countries of this dissertation. The authorized employment legalized documents were in English, German, Finnish, and Czech languages. The researcher used official translate version in Finnish or Czech languages or asked colleagues as well as use an online English version form a diverse database. For the online search and choice, the author of this dissertation inserted, for instance, “Employment Acts” or “Employment Legislature for foreigners”, Social Assistance Acts, “Labour Code”, “Public Employment Acts”, “Contracting Out”, “Labour Law” etcetera in the search machine rubric. This generated a diversity of original official and authorized legalized documents as well as unofficial translation found either in the countries Ministries webpage or other policy analyst blogs. Some of the authorized legalized documents include Legislature and Government Acts that guide foreigners’ employment in the respective entities.

Table 3: The selection of several legislative documents included in this dissertation selected entities.

Nr.	Country	Documents	Objective
1	Austria	The Act Governing the Employment of Foreign Nationals (AuslBG) ²⁹	provides access to the Austrian labour market for foreign workers

²⁹ https://www.migration.gv.at/fileadmin/downloads/gesetzestexte/AuslBG_englisch_1_10_2017.pdf

		FLG no 314/1994 (Act Implementing Public Employment Service Legislation [AMS-BegleitG] ³⁰),	Provides regulation to the labour market service
		Employment of Foreign Nationals Act ³¹ .	Offers information on employment of foreigners
		§§ 32 and 34 of the 1994 Public Employment Service Act (AMSG)	
		Labour Market Service Act	Offers information on labour market for foreigners
		Austrian Income Tax	Offers information of tax-code reforms
		BMASK Basic Information Report Austria: Reporting Year 2012/2013 – Institutions, Procedures, Measures	
		Equal Treatment Act (GleichbG)	
		The Industrial Relations Act (ArbVG)	
2	Finland	Employment Contracts Act ³²	Provide information about employment contracts
		Act on the Contractor’s Obligations and Liability when Work is Contracted Out”	Promote equal competition between enterprises (government, public and

³⁰

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008905>

³¹ <https://www.migrant.at/wp-content/uploads/auslbg-englisch.pdf>

³² <https://www.finlex.fi/fi/laki/kaannokset/2001/en20010055.pdf>

		(1233/2006 ³³ ; amendments up to 70/2017 included) ³⁴	private) to conclude contracts
		Act on public employment and business service (Issued in Helsinki 28.12.2012 ³⁵	Promote the functioning of the labour market.
		Non-discrimination Act ³⁶³⁷	Promote equality and prevent discrimination
		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	
3	CZ	The National Action Plan for Employment ³⁸	Action plan for employment
		National Action Plan on Business and Human Rights	Provide laws on business and human rights

³³

<https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/75639/78808/F831044877/FIN75639%20English.pdf>

³⁴ <https://www.finlex.fi/en/laki/kaannokset/2006/en20061233.pdf>

³⁵ <https://www.finlex.fi/en/laki/kaannokset/2012/en20120916.pdf>

³⁶ <https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/101088/121628/F9480663/FIN101088English.pdf>

³⁷ <https://yhdenvertaisuus.fi/documents/5232670/5376058/Yhdenvertaisuuslakiesite+englanti/7d8ea757-e1ec-495f-1b6d-bdd052b000f8/Yhdenvertaisuuslakiesite+englanti.pdf>

³⁸ https://www.mpsv.cz/files/clanky/1994/plan_2004-6.pdf

		LABOUR CODE No. 262/2006 Coll., as amended “Zakonik prace” ³⁹⁴⁰	Regulates labour, employment, and industrial relations
		435/2004 Coll, Act of 13 May 2004 on employment ⁴¹	Regulates the provision of State employment policy
		73/2011 Coll ⁴² , Act of 9 February 2011 Labour Office of the Czech Republic and amending related acts	Regulates the Labour Office and its organizational structures and tasks
		Social Services Act No. 108/2006 Coll. ⁴³	Regulates conditions governing assistance and supports in adverse situation
		Czech legislation ⁴⁴ on Foreign Employment	Foreign employment legislations

The diversity and multidimensional sources of these authorized legislative abiding document materials in this dissertation marks a major advantage of the research plan with a source that are less subject to error (Mayring 2003). The sources of the documents are less subject to error because of its official authorized existence and the researcher has purposely chosen the right official legislature documents. Moreover, the authorized legislature documents materials and data are already done and officially

³⁹ <https://www.legislationline.org/download/id/1152/file/57e59b5f06d4e5d2827e57b900e1772e.pdf>

⁴⁰

https://www.legislationline.org/download/id/6742/file/Czech_Republic_Labour_Code_2006_am2011_en.pdf

⁴¹ <https://www.globalwps.org/data/CZE/files/Employment%20Act.pdf>

⁴² https://www.mpsv.cz/documents/20142/848077/z_73_2011_en.pdf/752f1dc3-d049-30a2-b4ee-202b3bfd2ba1

⁴³ https://unece.org/fileadmin/DAM/pau/_docs/age/2007/AGE_2007_MiCA07_CntrRprtCZEAdd3_e.pdf

⁴⁴ <https://www.uradprace.cz/web/en/legislation>

available for collection. Hence, this nonreactive⁴⁵ measure (Webb et al 1975, Bungard and Luck 1974) approach indicates the psyche and voices of the people being studied through the documents in this research are not aware of it but leaved evidence of their social behaviour “naturally” to infer into the arguments of this study without disrupting those being studied. This makes the documents a primary source to collect insightful and in-depth multidimensional data.

Apart from these, official authorized reports with statistics were selected for this case study through different databases. The authorized report databases are from the Austria, Finland, and the Czech Republic statistic board, and other European Database sources such as OECD, ILO, Eurostat Statistic, European Union, Eurofound etcetera, They offer relevant qualitative and quantitative evidence about the government, public employment service and private employment service agencies role in work-related activation measures implementation as well as young TCIs employment-related transition from welfare to all types of work in the related entities. However, the selected statistic board data are from the national countries’ agents, while the statistic illustrated are through personal representation of the Eurostat, Eurofound, ILO, European Commission, World Bank etcetera statistic page. Moreover, the data sources suit the study investigation, and are valid to answer the research questions. Hence it consists of statistic that shows government, public employment service, and private employment service agencies actions in the implementation of work-related activation measures and its relation to young TCIs employment-related transition from welfare to all types of work in the comparative entities.

Apart from these, secondary sources with supplementary data from literature review, different published and unpublished scholarly texts offer valid evidence.

Overall, the common thing about the selection of public employment service agencies and private employment-related service agencies, legislative documents, and authorized reports in Austria, Finland and the Czech Republic for this dissertation indicates that

⁴⁵ The critical thing about nonreactive or unobtrusive measures (i.e., measures that are not obtrusive or intrusive) is that the people being studied are not aware of it but leave evidence of their social behaviour or actions “naturally.” The observant researcher infers from the evidence to behaviour or attitudes without disrupting those being studied.

they all deal with the organizational and institutional regulative guidelines and used state-funded subsidies for the implementation of employment-related public and/or social assistance activation programs to enable disadvantaged young non-EU nationals transition to work (see Esien, 2019; 2020). Moreover, there is an expansion on these employment service agencies product portfolio after several years of welfare service implementations. Currently, they offer varieties of work-related targeted labour market activation measures which activate the benefits systems to navigates young unemployed TCIs employment-related transition from welfare to all types of work that is relevant in this dissertation project (see Esien, 2019, 2020; Neil, 2004).

3.3 Data Collection Methods

As earlier mentioned in Section three of the Research Methodology, the sixteen included articles of this dissertation are based on a qualitative comparative approach and a theoretical discourse and interpretative approach. Hence, this study is based on different empirical and theoretical research data. In this light, qualitative comparative data were collected for analysis which depends on the aims and objectives of each of the included articles because the articles are exclusive in nature from each other. The qualitative comparative data were collected through legislative documents, authorized policy reports examination, interviews, and the using of short demographic questionnaires survey.

Regarding the empirical data (including those of the 16 articles), primary data was collected from twenty-five multi-purpose legislative Employment Acts (see table three above) and authorized official policy report regulating this study selected entities government, public employment service and private employment service agencies behaviour on the promotion of third-country nationals' employment-related transition, which was the case study legislative documents, authorized official reports, and from an official of the organizations using short demographic questionnaire survey and interviews. Secondary data were also collected for this dissertation through scholastic literature reviews, conferences, periodicals, magazines, books, published and unpublished research, internet websites, scholar's blogs, and from the selected countries' Statistic Boards.

The criteria of selecting the materials were intentional because of their long history regulating and governing employment-related multi stakeholder's actions negotiating

TCIs employment-related transition from welfare to all types of work in Austria, Finland, and Czech Republic (Esien, 2019a, 2020a). Investigation of the documents and policy reports took place during the researcher stay in Linz, Tampere, and Prague between 2017 and 2021. Some documents were in Finnish and Czech languages. The researcher of this dissertation asked colleague for the translation support or used the official online English translated version in the databases of OECD, ILO, or countries statistic boards. For the online search and choice, the researcher purposively inserted, for instance, “Tax Benefits”, “Employment-related Incentives”, “Contracting out”, “Work-related incentives”, “Targeting Benefits and eligibility criteria”, “Social Assistance Act”, Employment Act, “Third-country Nationals”, “Ethnic Minorities” in the search machine rubric. This generated purposive multifaceted documents that mark a major advantage of this study that are less subject to error (Mayring, 2016) for the study validation (Esien, 2019a)

For the interview and short survey, empirical data was collected from 9 employers in BFI-NGO Linz, Moniheli-NGO Tampere, ICP and Inbaza Prague through interview and short demographic questionnaire survey. The sample size was purposely selected population of the case study public employment service and private employment service agencies in Austria, Finland, and Czech Republic. The respondents of the interview and questionnaires were social workers and project managers administering and implementing different work-related activation measures of the respective organizations in Austria, Finland, and Czech Republic. Besides being naturalized Austrian, Finnish, and Czech’s citizens, most of the respondents in Austria, Finland and Czech Republic were also non-EU nationals from Nigeria, Mexico, Ukraine, Russia, etcetera who possess knowledgeable facts and knowledge about young TCIs employment-related transition from welfare to all types of work. Some of the interviews and short demographic questionnaire survey took place face to face, while others were through telephone and emails because of the COVID-19 pandemic lockdown restrictions. The interviews were recorded and later transcribed. No names of the interviewees were taking by the researcher to safeguard the anonymity and confidentiality of the responses. Additionally, there was also the use of Participant Observation, to observe the implementation of work-related activation measures such as job counselling in the various units of organisation, as well as job coaches at work.

On the other hand, secondary data were also collected through different sources such as literature review, office record of the case study governments, public employment services, and private employment service agencies, published and unpublished research, and from conferences, periodicals, magazines, books, internet websites, and from scholar's blogs. This is because the study is based on theoretical discourse and interpretation of contracting-out, work-related incentives, and targeting benefits governance.

In short, the primary sources of this study empirical data were collected through a triangulation of authorized legislature documents, interviews, and short demographic questionnaire survey of the selected entities. Meanwhile, secondary data were collected through literature reviews, published and unpublished, and from internet websites.

This subsection has discussed the data collection approach of this dissertation. The next subsection will look at the data analysis techniques.

3.4 Data Analysis Techniques

The previous subsection examined this study comparative data collection approach through authorized documents, interviews, and short demographic questionnaire survey according to the author's inclusion of its distinct (sixteen) published and unpublished articles. This subsection looks at the data analysis techniques for this dissertation.

The comparative data of the Articles (I-XVI) were collected using official Authorized legislature documents, official reports, and questionnaire survey were analysed interpretively through document analysis and thematic content analysis (Mayring, 2002; Yen, 2003) techniques to systemic interpret the data and show the latent structure of the text passages (Lamnek, 2010).

In the data analysis process, the passages of the data are extracted with themes derived from enabling state conceptual-led deductive categories (Mayring, 2002) for young TCIs work promotion (Esien, 2019a, 2020a). In the initial round of the coding processes, the author reviewed the phrases, sentences, and paragraphs segments from the documents, transcribed interviews, and other sources to code the data (Esien, 2019a, 2020a, 2021a). After several rounds of the code deduction and the evidence from the documents, reports and texts creating a big picture of the ways in which employment-related transition take place in Austria, Finland, and Czech Republic and the role of

their employment services in smoothing this process developed, interrelated, and implicated young TCIs employment-related transition from welfare to all types of work, the process of data analysis was completed and arrive saturation (Esien, 2019a; 2020a)

In this case, the expected results from the analysis were fourfold: First, to find all relevant roles played by public and non-state employment-related agencies in the delivery of work-related activation programs to enable young TCIs employment-related transition from welfare to all types of work in Austria, Finland, and the Czech Republic. Second, to find the relationship that public employment services and private employment service agencies have with the government of Austria, Finland, and Czechia in the delivery of work-related activation programs of the three counties to enable young TCIs employment-related transition from welfare to all types of work. Third, to find the challenges government, public employment service and private employment service agencies faces in the delivery of work-related activation programs to enable young TCIs employment-related transition from welfare to all types of work in Austria, Finland and the Czech Republic, and fourth, to find how the challenges government, public employment services and private work-related service agencies faces in the delivery of employment-related activation measures to enable young TCIs in Austria, Finland and Czech Republic may be overcome to make work pay.

Overall, the use of qualitative comparative instruments for the data analysis produced the expected findings because the documents and short questionnaire survey could be analysed using thematic and content analysis tools such as thematic coding. Thematic coding was suitable for analysing the data because the data can be analysed in themes extracted from phrases, sentences, and paragraph segments from the documents, interviews, and other data sources to code the data. After several rounds of the code deduction and all the evidence from the interviews, documents, reports, and scholarly texts creating a consistent picture of the results developed, interrelated, and implicated young third country immigrants' transition to work was the author of this dissertation satisfied that the process of data collection and analysis were completed to answer the research questions.

In the next chapter, the author of this dissertation presents a summary of each of the articles included in this study to understand the aim and objectives.

4 SUMMARY OF INCLUDED ARTICLES

In this Chapter, the author presents a summary of each of the articles included in this dissertation. For each article, the objective of the research is highlighted and discussed. Moreover, at the end of this Chapter the author provides an overview of the whole articles. Full version of the articles can be accessed through the author of this thesis ORCID link (Eddy Bruno Esien's ORCID-ID: <https://orcid.org/0000-0003-4634-1452>)

4.1 The Included Articles, Aims and Objectives.

4.1.1 ARTICLE I: Principal-Agent Relation and Contracting-out for Employment Case Management to Enable Third-Country Nationals' Transition to Work

Esien, Eddy Bruno (2019): Principal-Agent Relation and Contracting-out for Employment Case Management to Enable Third-Country Nationals' Transition to Work. *The NISPACEE Journal of Public Administration and Policy*. Volume XII, 2019, Number 2, Winter 2019/2020

Article I is entitled "Principal-Agent Relation and Contracting-out for Employment Case Management to Enable Third-Country Nationals' Transition to Work". This paper analyses the role of Public Employment Services (PES) and private employment agencies' contracting-out for employment case management under principal-agent relation to enable young third-country immigrants' transition to work with Czech's employment agencies as the case study agencies. The article is based on empirical data and is grounded on qualitative research methods. The main research question was to find how the role of the PES and private employment agencies in contracting-out for employment case management under the principal-agency relation enables young TCIs transition to work in Czechia, with Czech's PES and private agencies as the case study agencies in Czechia. Meanwhile, the sub-research question was what the implication for immigrants is.

Regarding the research methodology, data were collected from the case study documents for analysis. The qualitative data for this study was collected through authorized Employment Legislation, official reports, and scholarly text. The documents consisted of multiple purposely selected authorized Employment Acts, Employment Legislation for foreigners, or contracting-out documents. Apart from these, secondary

data was also collected for this case study public and private employment agency through different sources such as internet websites, OECD, ILO, European Union, country's report of the case study employment agencies, and from published and unpublished research. In terms of the data analysis, the data from the documents were analysed through qualitative content analysis and document analysis. Meanwhile, the interpretation of the data was based on theory-generating analysis from the interpretation of the data through thematic coding and categories.

The findings of the study reveal that, first, Czech's PES plays a significant role as it mostly procures employment service to non-state employment-related agencies through public call for tender for the delivery of services to registered unemployed young social assistance beneficiaries who are multiple disadvantaged in the employment system. Through local labour office contracting-out for services, non-state agencies can submit tender and be able to deliver employment-related services that activate registered young third-country nationals' unemployed social assistance beneficiaries enter paid work. Thus, the relationship between the local labour office and non-state employment agencies in contracting out for welfare service was found to be one of negotiations through invitation for competition. However, Czechia's local unit of government contracting authority has no purchasing department and struggles with adequate skills and administrative capacity, especially in the case of smaller municipalities (European Commission, 2019). It experiences corruption and frequent use of negotiated procedures without notification in nearly one-in-five procedures, more than twice the EU average. As a result, this is a serious hurdle to transparency and effective functioning of the Czech contracting-out employment-related service delivery governance to enable registered young unemployed transition to work. Second, the findings reveal that local labour offices and private employment agencies agreement relied on a national/regional centralised delegation of authority in the contracting-out employment programmes of the comparative entities. As a result, the Labour Officials cooperate and sign contracts with private employment agencies (such as non-governmental organizations (NGOs)) for service provision. The Labour Office was also found to supervise and offer advisory information services to non-state employment services in the field of employment opportunities for young registered unemployed disadvantaged people such as third-country nationals. Meanwhile, private employment agencies were obliged to provide the Labour Office with information and keep records about their action and activities to

regulate young unemployed employment-related transition. However, it was found that there has been increasing distrust since 2015/6, with 47% of people overall saying they mistrusted NGOs in 2015, rising to 51% in 2017 and 53% in 2018. This challenge official's managerial device that regulates and control agencies' decision-making process to navigate young unemployed registered job seekers transition to work. Third, the findings reveal that the Labour Office was entitled to restrict agencies action and behaviour in the contracting-out relational governance. The Labour Office examines the agency's capacity to protect their interest, keep records of agency information to monitor past behaviour. Failure to meet the conditions and administrative delict implied punishments with a prohibition of activities. Fifth, lack of cooperation and the Labour Office inadequate skills to behave in a business-like way encouraged unethical behaviour, fraud, and corruption. These uncertainties are barriers to Labour Office capacities to monitor agency's actions and/or behaviour in service delivery. Sixth, the findings reveal that public and private employment agency contractual relation in service delivery exemplifies labour market performance management and targeting agencies behaviour with sanctions.

In short, Labour Office and private employment service operate in pluralistic, multi-actor, and/or multi-stakeholders governance with an administrative regulatory tool to target an agency's action for quality and service in scarce resources allocation and steer young third-country immigrants' transition to work. However, the study concluded that for Labour Office contracting-out employment service delivery to non-state employment agencies as government alternative for the improvement of public-assistance service delivery in Czechia, especially to support vulnerable people' transition to work, government must improve performance management and trust in public service performance, as well as increase cooperation and collaboration with the communities and other stakeholders and/or actors that are involved in employment-related activation programmes.

4.1.2 ARTICLE II: Principal-Agent Agreement and Unemployed Third-country Nationals: The Roles of Public and Private Employment Service Agencies in Contracting-out Employment Case Management to enable Young Third-country Immigrants Employment-Related Transition from Welfare to Work in Czech Rep.

Esien Eddy Bruno (2019). Principal-Agent Agreement and Unemployed Third-country Nationals: The Role of Public and Private Employment Service Agencies in Contracting-out Case Management to Enable Young Third-Country Immigrant Employment-related Transition from Welfare to Work in Czech Republic, *Social Transformation in Contemporary Society*, Volume 7, p. 16-25 [ISSN 2345-0126]

Article II is entitled “Contracting-out Case Management to Enable Young Third-Country Immigrant Employment-related Transition and the Role of Public Employment Services and Private Employment Service Agency: The Case of Czech Republic”. This paper examines contracting-out for case management service implementation through public and private employment service agencies in Czechia enabling young third-country immigrant employment-related transition from unemployment to all types of employment. The article is based on empirical data and is grounded on qualitative case study research methods. The main research question was to analyse the role of the local PES and private employment service agencies in contracting out for employment case management service delivery to enable young TCIs transition from welfare to work in Czechia.

Regarding the research methodology, qualitative data were collected from the case study official documents for analysis. The qualitative data for this study was collected through authorized Employment-related Legislature, official reports, and scholarly text. The documents consisted of multiple purposely selected authorized Czech’s Employment Acts, Employment Legislature for foreigners, and contracting-out documents. Apart from these, secondary data was also collected for this case study public and private employment agency service delivery through different sources such as Google websites, country’s report of the case study employment agencies, and from published and unpublished research between the month of February and March 2019. In terms of the data analysis, the data from the documents were analysed through document analysis and thematic content analysis techniques. Meanwhile, the interpretation of the data was based on theory-generating analysis from the interpretation of the data through thematic coding and theory-led deductive categories.

The findings of the study reveal that, first, Czech’s PES plays a vital role in offering information in contracting-out of employment-related services for the delivery of services to registered unemployed disadvantaged social assistance beneficiaries.

Second, the findings of this study revealed that the Labour Office delegate authority to non-state employment-related agencies and manage contractual decision-making as well as control private employment agency's actions providing services to unemployed young unemployed third-country immigrants. Thus, the relationship between the local labour office and non-state agencies was found to be one of cooperation in the delivery of targeted programmes. Third, the findings of this study revealed that the Labour Office also assigns the work, supervises, advice, and offers information services in the field of employment to private employment agencies partners. Meanwhile, private employment agencies are obliged to communicate and offer the local Labour Offices with information and record about their activities in services delivery. However, because of information asymmetry and misalignment of interest the relational governance is disputable as the Labour Office cannot fully check private employment agencies' action in service delivery because agencies actions are bounded rational to pursue self-interest instead of Labour Office interest (see Esien, 2019; 2020). As a result, this is a serious hurdle to transparency and effective functioning of the Czech contracting-out employment-related service delivery governance to enable registered young unemployed transition to work. Fourth, the findings of this study revealed that the Labour Office monitored and examined private employment agencies action, decisions, and performance to check suspects of misconduct by penal code regulations. This induced private employment agencies to work in the best of their interest according to contractual agreement for the delivery of employment related services to registered unemployed recipients of social assistance benefits. Fifth, the findings reveal that the Labour Office was supposed to keep records of permitted agencies' addresses and workplaces. This was found as a way for the Labour Office to understand agencies conduct, activities, and history of suspension behaviours in service delivery. Meanwhile, the private employment agencies are supposed to meet the condition specified for the permit of employment-related service delivery that enables unemployed young third-country immigrants into paid work. Sixth, the findings revealed that private employment agencies' failure to meet the specified regulation in contractual arrangement to deliver employment-related services implied punishment with prohibition of the activity consisting in service delivery.

In short, Czechia's public service is undergoing reforms in its public employment sector through contracting out of employment service delivery where information, monitoring

of agency activities and bonding regulation to target agency's action are government's valuable tools of employment case management implementation to steer young third country immigrants' transition to work. However, the study concluded that for the Labour Office contracting out for welfare service delivery to serve as government alternative for the improvement of public service performance that ease vulnerable people's transition to work and encourage unemployed citizen's participation in welfare production sub-regimes, government must improve its public service performance management, curb down corruption and reinstate public trust, transparency, and accountability, as well as adjust state-community relation to increase cooperation with all actors involved in specific public assistance programmes.

4.1.3 **ARTICLE III: Decision making, Interest intermediation, and Value: In Governments, Public, and Private Agencies Corporatism for Work Promotion.**

Esien, Eddy Bruno (2020) Decision making, Interest intermediation, and Value: In Governments, Public, and Private Agencies Corporatism for Work Promotion. *Danube: Law, Economics and Social Issues Review*, 11(4): 324-342.

Article III is entitled "Decision making, Interest Intermediation, and Value: In government, public and private agencies corporatism for work promotion". This paper analysis decision making, interest intermediation, and value in the realm of government, public, and private cooperation under corporatism to enable young third-country immigrant transition to work in Finland, Austria, and Czech Republic. This study employed qualitative comparative cross-national case-oriented research approach. The main research question was to analyse how decision making, interest intermediation and public value in the realm of the state, public and private employment agencies cooperation under corporatism to enable young third-country immigrants' (TCIs) transition to work in Austria, Finland, and the Czech Republic?

Regarding the empirical data collection for this paper, qualitative comparative data were collected from primary and secondary data sources. The primary data were collected from documents that consisted of multiple selected employment-related legislatures for foreigners and authorized official reports in Austria, Finland, and Czech Republic. On

the other hand, secondary data for this study were also collected through other scholarly text review, published and unpublished studies, and from scholars' blogs and research homepages. In terms of the data analysis, the data from the documents were analysed through document analysis and thematic content analysis techniques. Meanwhile, the interpretation of the data was based on theory-generating analysis from the interpretation of the data through thematic coding and theory-led deductive categories.

The findings of this study revealed that, the governments of Austria, Finland, and the Czech Republic cooperate through a centralized delegation of authority to regulate young third country immigrants' transition to work. Second, the government performs the dual function of its regulatory powers and as corporate actor with other public institutions and private employment service agencies. Second, Public employment agencies cooperate with a plethora of non-governmental profit and/or non-profit organization for government employment policies. Third, the government in Austria cooperate with private employment service agencies through public employment offices to regulate labour market activities. In Finland, the government cooperate with private employment agencies through municipalities. Whereas, in Czech Republic the government cooperate with private employment agencies through the Labour Offices that act as coordinator of other Labour Offices in their region in term of implementing the state employment policy, tackling issues of regional employment, and intermediaries between district Labour Offices and the Minister (Kalužná, 2008). At the local level, cooperation is through relationship with other stakeholders in the Labour Offices advisory committee (Kalužná, 2008). Fourth, the public employment service in Austria cooperates with private employment service agencies to match demand and supply for labour within the Federal Government's full employment policy framework (BMASK, 2013). In Finland, public employment services cooperate with private employment service agencies to support the implementation of activation programs. Meanwhile, the Labour Offices establishes working group and advisory groups for the cooperation with private agencies in activation program implementation to enable young third country immigrants' transition to work. Fifth, the governments, public and private employment service agencies developed a high Human Development Index score and they signed the anti-discrimination law. In Austria, the government developed a client satisfaction tool that reflects the value of quality service in activation measure implementation. In Finland, public employment agencies cooperate with private employment service

agencies and offers free activation program implementation service for poverty reduction. Meanwhile, in Czech Republic, private employment agencies cooperate with public employment agencies for open information, in 2020, for instance, Austria (0.98), Finland (0.92), and Czech Republic (0.888) HDI indicates a score of 0.8 or above (in the very high human development tier) (World Population Review, 2020). These countries have stable government, widespread education, and healthcare, high life expectancy, and growing powerful economies. However, political inequalities, democratic deficit, problem with coordination, lack of ethical behaviour, segregation, violation of human rights, and lack of public value accountability still prevail in the government, public and private employment service agencies corporate new governance which may impair the steering of young third-country immigrants' transition to work.

Despite centralized delegation of authority in government, public, and private employment service agencies corporate governance similarities, the comparative cases are dissimilar in their institutional setting. Unlike Austria and Finland, the institutionalized pattern of cooperation in the Czech Republic occurs through relationships and partnerships for valuable inputs in terms of information, contacts, and ideas. Austria and Finland focus on cooperation in the form of coordinating varying objectives in the employment systems. In addition, the Czech Republic is dissimilar to Austria and Finland, because it has a low coordination consistency of reforms and policy making between actors. Meanwhile, in Austria and Finland the coordination quality is medium level. Unlike Finland and the Czech Republic, Austria's public administration is without external experts as a significant source of policy advice. This model reduces the likelihood of diversity that new ideas from outside the public sector are not brought to the attention of the government and provide substantial discretion that appears less legitimate among public employees which may jeopardize transparency, ethic, public value accountability, non-discrimination, Equal Opportunity Act, and effective functioning of the new corporate governance. The result makes government, public, and private service agencies new governance problematic and may jeopardize young third-country nationals' employment-related transitions.

4.1.4 **ARTICLE IV:** Enabling State and Third-country Nationals: In Local government and private agencies contracting for counselling,

Esien Eddy Bruno (2020): Enabling State and Third-country Nationals: In Local government and private agencies contracting for counselling, In: *Karierove poradenstvo v teorii a praxi* [online], 2020 (17), pp. 21-43. Available at: <https://ww.euroguidance.sk/>. ISSN: 1338-8231

Article IV consist of one article that is published two times in English and Czech languages version. The English language version is entitled “Enabling State and Third-country Nationals: In Local government and private agencies contracting for counselling “. The Czech language version is titled,

Article IV is qualitative comparative case study which examines the role of the Labour Office and private agencies in contracting for counselling to enable young third-country immigrant transition to work in Austria and Czechia. This study employs a qualitative research method. For purposes of the study, nine authorized employment documents were selected in Austria and Czechia for the data collection. The six Employment authorized documents selected in Austria were 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 (Arbeitsmarketservicegesetz), §§32 and 34 of the 1994 Public Employment Service Act (AMSG), and Labour Market Promotion Act (AMFG) as amended by the 2002 Economic Stimulus Act (KBG). Meanwhile, the three authorized documents selected in Czechia were Act on employment 435/2004 Coll, Social Services Act No. 108/2006 Coll, and Czech legislation on foreign employment. They are all considered equivalent in the content for foreigners’ employment-related arrangement and employment potential.

Regarding the empirical data collection for this study, the qualitative comparative case study data were collected for legislative documents, authorized official reports, interviews and short demographic questionnaire survey. These primary data were supplemented with raw data from Eurostat, ILO, and Eurofound databases for the analysis. Secondary data were collected from literature reviews, published and unpublished research. Concerning data analysis, the data were analysed through document and thematic content analysis techniques to complement the findings for interpretation.

The findings of this study revealed that first, the PES plays an active role in the delivery of employment-related activation measures of Austria and Czechia that contract out service delivery to private employment agencies to enable registered hard to place young unemployed enter work. The Labour Office, for instance, in Czechia does not work directly with the third sector but signed a contract with mixed consortia that may include a third-sector organization to deliver public assistance service to registered unemployed recipients of social assistance benefits. Meanwhile, Austrian Labour Office contracts out welfare service delivery to private companies, third-sector organizations, and mixed consortiums. Second, this study revealed that Czechia and Austria authorities used public calls for tender. Interestingly, Austria also uses direct bargain and other to call for tender in contracting-out for the delivery of public service to recipients of public assistance benefits in activation programmes. Third, this study revealed that Czechia Labour Office contract out service delivery for the benefits of all jobseekers instead of a particular group, but in favour of employers. Meanwhile, the Labour Office in Austria contracts out services also for the benefits of all jobseekers rather than a particular group but in favour of other hard-to-place groups and employers (European Commission, 2016). Fourth, this study revealed that the units of responsible administrative level are similar in Austria (central direction and local/regional) and Czechia (central direction and local/regional). Fourth, the findings of this study revealed that both countries contractual arrangement are fixed prices, but also outcome or performance-based contract (Czechia) and cost reimbursement (Austria) to identify the mutual obligations between the two parties and determines the values of contracted-out services. However, irregularities were found in Austrian procurement environment with large-scale shortcomings of contracting-out cases. Thus, this implies for private agencies potential missing out on opportunities to monitor public procurement activities. Fifth, the findings of this study revealed that Labour Office play a vital role to evaluate labour market performance. In Czechia, for instance, the Labour Office monitors the situation based on analysing PES register (EMN, 2017, p. 24). Meanwhile, in Austria, the Labour Office employed different monitoring measures and indicators (such as “ams help”, online questionnaire for participants to fill at the end of counselling etc.) to evaluate private agencies labour market performance and success. Private agencies keep records of activities and provide information on their plan to service delivery. For instance, they provide placement data to the General Directorate of the Labour Office. Sixth, Czech Labour Office examined private agencies capacity at

the level of consultation through, for example, ad-hoc meetings in case of unexpected events that need immediate or special treatment (EMN, 2015, p. 25). Meanwhile, Austria Labour Office examined private agencies performance through the evaluation results of the Labour Office Data Warehouse where participants' effects/status may be verifying, linked, and compared (Gächter et al 2015, p. 54; AMS, 2011, p. 29) whether the initial aim of contracting-out service can be estimated and make sense to offer after contract was signed (AMS, 2011, p. 54). However, both countries' Labour Offices monitoring systems face challenges with data stabilization and long-term changes in monitoring systems that reproduce data estimation that is misleading to evaluate agencies' actions, decisions, and performance in service delivery (see Esien, 2019; 2020). Seventh, the findings of this study revealed that Czechia's Labour Office other important role was performing inspection within the scope of the Employment Act according to the Labour Law regulation (Section, 126 (2). In Austria, the Labour Inspectorates enforce compliance with legal provision (BMASK, 2015, p. 66). Eight, this study revealed that private agencies are obliged to comply because noncompliance with an imminent threat to public interest and performs unauthorized delivery of service implies punishments, sanctions, and fines. It was found that in 2016, 457 numbers of complaints were lodged in Czechia against employers for employing illegal workers (EMN, 2017, p. 119). The imposition of temporary or definitive closure sanction was possible only in case of criminal sanction to restrict agencies actions. Meanwhile, it was found that in 2016 the Austrian financial police recorded 4.003 total criminal complaints of illegal employed third-country nationals (European Commission, 2017; Heileman, 2017; BMASK, 2015). Their offences were found an infringement of General Social Insurance Act (815 people), infringement of Temporary Employment Act (299 people), Infringement of Unemployment Insurance Act (85 people), Infringement of Employment Contract Law Adaptation Act (1,314), and Infringement of Act Governing the Employment of Foreigners (149 people) (Heilemann, 2017, p. 35-36). In addition, Austrian government withdrawal of private agencies' trading licence that committed offence depends on certain conditions, whether they committed the same or similar criminal offence (ibid). However, the Labour Offices considered criminal proceedings is difficult and can take long times as it needs many investigative acts (Heilemann, 2017, p. 30) to impose the offences that may distorted service delivery to navigate vulnerable peoples' employment-related transition (see Esien, 2019; 2020)

Overall, Labour Offices in Austria and Czechia performs an important role in contracting out counselling to delegate authority that improves public accountability, monitoring performance management, and the inspection of private agencies conduct in service delivery that steer young third country immigrant transition to work. An important finding in this study is Austria and Czechia Labour Offices lack of a well-managed communicative strategy and challenges with a data stabilization system to monitoring (EMN, 2015) that has encouraged fraud, corruption, and misleading information to estimate labour market performance and public accountability (see Esien, 2019; 2020). These uncertainties are bureaucrats' barriers to observe, verify, examine, and perfectly monitor labour market effect/status performance and their cost (Gächter et al., 2015, p. 54). Despite similarities in performance monitoring and targeting agencies' actions with sanctions, the Labour Office contractual arrangement from Austria is dissimilar to that of Czechia, because it includes cost reimbursement and others. Meanwhile, in Czechia, it includes outcome/performance. Interestingly, unlike Czechia, Austria also uses direct bargain and other procurement methods (see Esien, 2020). These differences indicate Labour Offices and private agencies different risks preferences to reconcile decisions in contracting-out arrangement that depends on human bounded rationality to pursue self-interest and maximize profits that may infringe public accountability, mislead, disguise, or confuse agencies in enabling state corporate governance. One possible reason may have something to do with agencies lack of cooperation, lack of a well-managed communicative strategy towards the public, distrust, uneconomic data stabilization system to monitoring mechanism, unethical behavior, and inefficient quality service that may impair young third-country immigrants' transition to work in contracting-out counseling setting.

In short, the enabling state contracting-out for counseling takes place in a mixed economy of welfare and multi-actor governance with regulatory devices to target private agencies' individual responsibilities, labour market performance, as well as quality public service performance that steer young third-country immigrants' transition to work. However, this study concluded that for government to improve vulnerable people's labour market participation, it must improve cooperation among all actors involved in the same goals, provides a well-managed communicative strategy to the public, reform its economic data stabilization system to monitoring systems, and ensure transparency and accountability through trustworthy public service performance

management systems against fraud, inefficient quality and service that impact vulnerable peoples belongings and participatory democracy.

4.1.5 ARTICLE V: Neo-corporatism and Unemployed: In government and Interest groups intermediation of Interest for Work Promotion.

Esien, Eddy Bruno (2021): Neo-corporatism and Unemployed: In government and Interest groups intermediation of Interest for Work Promotion. In Alexy Barabashev & Juraj Nemeč (ed.) *New Theories and Practices of Public Governance in the NISPAcee Region: The 2020 NISPAcee Online Conference for PdD Studies*. Bratislava: NISPAcee Press, 1-18. ISBN 978-80-99939-03-6

Article V is qualitative comparative case study which analysis Governments and interest group's intermediation of employment interest under neo-corporatism to understand young third-country immigrants' transition to work in Czech Republic, Hungary, and Poland. This study employs a qualitative research method. For purposes of the study, documents, published and unpublished scholastic texts were collected and analysed by a document and content analysis technique.

The findings of this study revealed that first, the PES in Czech Republic plays an active role in the delivery of employment-related activation measures of Czechia that cooperate with other labour market actors such as private employment service agencies in activation program service delivery to enable registered hard to place young unemployed enter work. Second, the government cooperates with the territorial self-governing units, professional organisations, associations of people with disabilities (PWDs) and employers' organisations (435 / 2004 Coll. ACT of 13 May 2004 on employment) in the intermediation of interest to implement state employment policy. Third, the Ministry of Labour and Social Affairs and the Labour office administer the State employment policy. Forth, the Labour Offices Advisory councils and experts working groups from ensure intermediation of employment interest through cooperation with relationship in the implementation of activation policy to enable young third country immigrant transition to work. This brings in valuable inputs in terms of information, contracts, and idea, and may also initiate local employment partnership with private employment service agencies in interest employment intermediation related

to activation program development and implementation to enable young third country immigrant transition to work (435/2004 Coll., Act of 13 May 2004 on employment). Fifth, the Regional Branch of the Labour Offices cooperate with the relevant trade unions, and employers' organisation to ensure employment, workforce mobility, and human resources development. According to a report from Theij et al., (2017) Czech Republic is classified as having a mixed (this is corporatist and pluralistic) corporatist interest intermediation element as the basis for the socio-political organisation of society. However, most EUPACK country experts in the Czech Republic judge direct citizens participation in policy implementation as rather weak (Thijs et al., 2017). Moreover, there is consensus that in Central and Eastern European countries citizens participation is traditional underdeveloped that pertain in part due to the more recent transition to democracy (Thijs et al., 2017). This may infringe citizen's voices (especially those from ethnic minority communities such as migrants) and policy advice in activation program implementation to enable young third country national transition from welfare to all types of work (Esien, 2019, 2020). Six, the government, Regional Branches of the Labour Offices and private employment agencies cooperate for the restructuring of the unemployed jobseekers labour market employment opportunities situation in subsidized activation program implementation to enable young third country immigrants to work. In 2018, Czech Republic public expenditure as a percentage of GDP on LMP accounted to 0,3 (PES placement and related services), 0,01 (training), 0,3 (Employment incentives), and 0,11 (Sheltered and supported employment and rehabilitation) (Eurostat. Stat, 2021). This investment finance private employment service agencies intermediation of employment interest to restructure and diffuse social conflict in employment systems through activation programme implementation that impact young third country immigrants' transition to work (Esien, 2019, 2020, 2021). Seven, the government, cooperate with employers and other entities in the labour market to support equal treatment of men and women, people with disabilities (PWDs) and other groups on the labour market to access work, retraining, job training and specialised retraining courses (ibid). Eight, The Labour Office monitors and reviews the overall situation with the private employment agencies on the labour market and adopts measures to influence interest intermediation in the labour market and employment system. The Labour Office performs inspection activities for compliance monitoring within the scope laid down by the 435 / 2004 Coll. ACT of 13 May 2004 on employment and the Act on the free movement of services, including the imposition of

finances (ibid). Regional Branch of the Labour Office provides the State Authority for Labour Inspection the details of welfare beneficiaries performance in work-related activation programmes from the private employment service agencies (work provider) (ibid.). Noncompliance implies sanctions and punishment (ibid). A study in 2016, for instance, found out that 457 numbers of complaints were lodged in the Czech Republic against private employment agencies (employers) for employing illegal third-country nationals (European Migration Network- EMN, 2017:119). However, the study also reported that the imposition of temporary or definitive closure sanction is possible only in case of criminal sanction (ibid: 28) to restrict agencies. Another study found out that the Labour Office considers criminal proceeding is difficult and can take long time as it needs many investigative acts (Heilemann, 2017) to impose the offences. Even more studies since then have reported that there is a lack of standardize monitoring procedures to estimate and interpret exact policy outcome that is misleading (Gächter, et al. 2015).

4.1.6 ARTICLE VI: Corporatism and interdependence of Government, Labour Office, and Private Agencies for Work Promotion.

Esien, E.B. (2021) Corporatism and interdependence of Government, Labour Office, and Private Agencies for Work Promotion. Submitted for consideration by Periodica Polytechnica Social Management Sciences Journal

Article VI analysis the interdependence of government, labour office, and private employment agencies under corporatism governance to promote work. The research design consisted of a qualitative cross-national case-oriented research approach with a fewer-country comparison between Austria, Finland, and Czech Republic. The focus was on government, labour office, and private employment agencies' interdependence to interpret young third-country immigrant transition to work. For purposes of the study, documents, published and unpublished scholastic texts were collected and analysed by a document and content analysis technique.

Regarding the findings the study found out a centralized coordination and fragmentation of policy making to ensure consistency of reforms. In Austria, for example, there is a high degree of fragmentation to the dispersion of policy-making capacity across

different structures and institutions and a medium coordination quality at the central government level to the capacity of the government that steer and ensure consistency of reforms and policy making between actors and institutions. In Finland, there is a medium degree of fragmentation and a medium coordination consistency of reforms and policy making. In Czechia, there is a high degree of fragmentation and a low coordination consistency of reforms and policymaking between actors and institution. Notwithstanding, Austrian Government's combination of medium/high level of coordination with fragmentation at the same time suggests government requires good capacities in terms of working procedures, structures, and instruments as well as professional civil servants (Thijs et al., 2017). Moreover, Austria (medium), Finland (medium) and Czechia (low) analysis identifies that coordination qualities are a relevant aspect that needs the government improvement (Thijs et al., 2017). Second, the sources of policy advice influence government, labour office and private employment agencies cooperation in active labour market policy implementation. In Austria, for example, public administration (Mandarins) with influential cabinets (direct personal advisors to Ministers) serves as a significant source of policy advice without exterior experts (Thijs et al., 2017). In Finland, public administration (mandarins) is combined with expert such as consultants, academic, international organization, think-tanks, or business administration (Politt and Bouckaert, 2017). In Czech Republic, public administration (cabinets) in combination with external experts remains a significant source of policy advice. The diversity of policy advice increases the likelihood that new ideas from outside the public sector are brought to the attention of the government (ibid) in government-public-private corporatist activation policy implementation. Interestingly, sources of policy advice in Czech Republic are independent of Mandarin (top civil servant). Other studies have found that the use of external experts can, nevertheless, decrease the “ownership” of reforms as an initiative coming from outside the public (Thijs et al, 2017). Another finding from the assessment of these countries also confirms that a combination of these sources of policy advice is the norm on their source of policy advice. However, despite corporate arrangement, direct citizens’ participation in labour market and employment policy implementation was rather weak. Third, the government, public and private employment service agencies influence a public value for equality administration in employment-related activation program implementation. In 2020, for instance, the Human Development Index (HDI) indicates that Austria (0.98), Finland (0.92) and Czechia (0.888) HDI score of 0.8 or above in the remarkably

high human development tier. (World Population Review, 2020). These indicate Austria, Finland and Czech Republic stable governments in the corporate governance deliver activation program that impact young third country immigrants' transition to work. However, UNDP Human Development Report 2019 stressed that systemic inequalities are deeply damaging our societies, and it will take 202 years to close the gender gap in economic opportunity (United Nation Development Programme – UNDP, 2019; UNDP, 2019). Another report from Amnesty International emphasizes that Czech Republic authorities are violating the human rights values of Romani children in schools across the country that breach EU and human rights law (Amnesty International Czechia, 2015). Some reports found out that there is violence against women and girls' rights in Finland and existing legislation is not sufficiently protecting from sexual violence (Amnesty International Finland, 2019). Even more studies have reported evidence that suggests that in Austria, there is still excessive use of force by the law enforcement officials which is not only unlawful but may infringe ethical standards and people's human rights (Amnesty International Austria, 2019). Fourth, the government, public and private agencies corporate interdependence face the lack of public value accountability and government's weak source of policy advice that limit a diversify pool of experts (Politt and Bouckaert, 2017; Thijs et al., 2017) with decrease likelihood that new ideas from outside the public sector are brought to the attention of the government (Politt and Bouckaert, 2017). These discrepancies are barriers to corporatist interdependence governance in complex policy implementation. Despite the comparative entities' similarities in strategic cooperation, the Government-public-private agency's pattern of interdependence arrangement in Czech Republic is dissimilar to that of Austria and Finland because it is through corporate relationship and partnership for value inputs in terms of information, contacts, and ideas. Meanwhile, in Austria and Finland, the interdependence arrangement takes the form of coordinating varying objectives for the employment systems. Moreover, unlike Finland and Czech Republic, Austria's public administration operates without external source of policy advice that reduces private employment agencies' participation and provides a hurdle to equal opportunity and effective functioning of the governance (Edward, 2001; Jessop, 2005). Fifth, this research confirms previous findings and contributes to our understanding that the institutional changes involve a wide range of functionality and social movement that extends beyond reactive economic and political crisis-management (Edward, 2001; Jessop, 2015). Sixth, this transformation suggests

proactive strategy and activities in other areas that are politically sensitive and complex in the government, Labour Offices, and private employment service agencies new corporatism interdependence governance (Jessop, 2015; Mansbridge, 1992; Hunold, 2001; Zeitlin, Pochet, and Lars 2005). One reason for this has something to do with competitiveness, democratic deficit, and social exclusion that may impair vulnerable people's transition to employment systems, when looking at issues such as young third-country immigrants in new corporatism independence governance setting.

4.1.7 **ARTICLE VII:** Activation and Unemployed Activation and Unemployed Third-country Nationals: The Implication of Work-related incentives to promote work in Austria, Finland, and Czech Republic

Esien, Eddy Bruno (2019) Activation and Unemployed Third-country Nationals: The Implication of Work-related incentives to promote work in Austria, Finland, and Czech Republic. In Nalepova, V., (ed.) *Proceedings of International Scientific Conference ECONOMIC AND SOCIAL POLICY: Economic and Social Challenges for European Economy*, Ostrava: Vysoka Skola PRIGO, pp. 167-180. ISSN: 2571-1776

Article VII is entitled "Activation and Unemployed Third-country Nationals: The Implication of Work-related Incentives to promote work in Austria, Finland and Czech Republic ". Article IV is a qualitative method comparative case study that investigates the implication of work-related incentives and services under Employment Acts to enable young third-country immigrant's transition to work in Austria, Finland, and Czech Republic. The study employed qualitative comparative cross-national case-oriented research approach. For purposes of this study one Employment Acts was selected in Austria, two Employment Acts were selected in Finland and one Employment Acts was selected in Czech Republic for the data collection. The one Employment Act selected in Austria was Act Governing the Employment of Foreign Nationals (AusIBG). The two Employment Acts selected in Finland were Act on Public Employment and Business Service (Issued in Helsinki 28 December 2012). NB: Unofficial translation legally binding only in Finnish and Swedish Ministry of Employment and the Economy and Act on the Promotion of Immigrant Integration (1386/2010). Meanwhile, the one Employment Act selected in Czech Republic was 435/2004 Coll. ACT of 13 May 2004 on Employment. The Employment Acts were selected in Austria, Finland, and the Czech Republic because the Employment Acts

were considered as official authorized documents in terms of multidimensional foreign employment regulations data and employment potentials.

Regarding the empirical data collection for this paper, the qualitative comparative data were collected through documents and official reports. The documents for this study were collected from authorized Employment legislature documents in Austria, Finland, and Czech Republic. The phrases, sentences, and paragraph segments from the documents and other sources of each of the selected countries' Employment Acts documents were reviewed and extracted with themes regarding the implication of work-related incentives and services in employment assistance schemes that affect young third-country immigrants' employment-related transition to work. All the data were coded and developed into suitable categories of (I) Possibility – Subsidy, (II) Capacity – Reinforcement Pattern, and (III) Behavior – Heightening Cost and later enable the analysis. On the other hand, secondary data were also collected for this study through other scholarly text review, published and unpublished studies, and from scholars' blogs and research homepages. Concerning the data analysis, the qualitative data from the documents were analyzed using content and document analysis techniques.

The findings of this study revealed that first, the government plays an important role in the expansion of earning opportunities to long-term registered unemployed young third-country immigrants' job seekers in Austria, Finland, and Czech Republic (see Esien, 2019). The government of Austria, for instance, subsidizes public works through social economic enterprise such as “arbeit plus” transit employment social-economic enterprise (sozialökonomise Betriebe – SÖBs⁴⁶) that create “near market” and “fix-term jobs” to strengthens young TCIs beneficiaries' connection and integration into the labour market (see Esien, 2019; Federal Ministry of Labour, Social Affairs, Health and Consumer Protection 2016/2017; Bock-Schappelwein, 2019). Similarly, in Finland, the government's employment and economic development office creates public work and offered indirect subsidies to public and private employment agencies through different training try-out educational institution and work try-out workplace programs that clarify registered young TCIs job seekers career choice, provide guidance and/or supervision, and support unemployed return to the job market (TE Palvenut, 2019; Act on public

⁴⁶ Socioeconomic enterprises (SÖB) are similar to non-profit employment projects, but real business firms subject to Public Employment Service (AMS) (arbeit plus 2019) requirement combining economic (revenue earning) aspects and labour market policy success criteria (that is skills development and placement)”.

employment and business service, 2012). In Czech Republic, the government subsidizes public works through “socially useful jobs” which the employers (that include private employment service agencies) established or reserves based on an agreement with the Labour Office and fill them with young TCIs job seekers who cannot be employed in another way (Act No 435/2004 Coll, Section 112, (1)). Second, the findings of this study revealed that the selected countries’ government created opportunities for registered young unemployed TCIs through indirect incentives to activate jobseekers. In Austria, for example, government refunds cost as indirect state-subsidies to incentive active job seekers to take work. Finland equally grants cost refunds and wage subsidies to cover company costs and improve TCIs job seekers’ employment possibilities. Meanwhile, the Czech Republic grants indirect finance through investment incentives to firms that create fresh jobs (see Esien, 2019). Third, the finding revealed that the government’s, public and private employment agencies play an active role in the implication of work-related incentives through the provision of targeted programs aimed to up-skill, strengthen the capacity of job seekers, and increase registered young unemployed TCIs chances into the employment system. In Austria, for instance, the public and private employment agencies facilitate German language courses to break the structural linguistic barriers for labour market entrance. Finland provides multilingual counseling to facilitate belongings. Meanwhile, in Czech Republic NGOs are key players that provide targeted counseling with focus on legal and social service to access job seekers character, ability, and skills for recommendation and job placement (see Esien, 2019, p. 175). Fourth, the study revealed that the Labour Office plays an active role to heighten the cost of nonparticipation in work-related incentive programmes with behavioral conditionality to fulfill individual obligations. The Labour Office defines the terms and conditions that guide TCIs jobseekers’ right and obligations in this contractual agreement. In Austria, Finland, and the Czech Republic, for instance, registered unemployed job seekers in work-related programs are required to attend interviews, apply for jobs, accept suitable jobs etc. However, noncompliance and refusal of job referral implies sanctions, financial penalties and even exclusion from jobseekers’ roaster.

These findings suggest work-related incentives create job opportunities and empower TCIs job seekers with training, education, and enabling services to find work in Austria, Finland, and the Czech Republic. The implication of work-related incentives and

services to enable young third-country immigrant's transition to work in Austria, Finland and Czech Republic was found to be one of government's measures to subsidize private activity and individual responsibilities in partnership with multilevel public and private employment agencies, and community at the local level, through local Employment Offices, employment social-economic enterprise, and the community. In this regard, the study found that the implication of work-related incentives programs involves the enabling state-community relational cooperation that steer registered young unemployed TCIs transition from welfare to all types of work. The government through Labour Offices (Czech Republic and Austria) and City councils (especially in Finland) purchase services from private employment service agencies and socio-economic enterprises such as NGOs who create public works and delivery services to disadvantaged people such as young third-country immigrants in this study. Through this enabling state-public-private partnership cooperation in the subsidization of private activity at the local level, the transit socio-economic employment enterprises that include NGOs can create "near market" and "fix-term jobs" to strengthen hard-to-place beneficiaries' connection and integration into the labour market where they are located in the selected entities.

However, the findings reveal some similarities and differences between Austria, Finland, and Czech Republic work-related incentives to enable young third-country immigrants to work. The main similarity between the relationship of the government, public and private employment service agencies in Austria, Finland and the Czech Republic regarding the implication of their employment-related activation program to enable young third-country immigrants transition from welfare to all types of work was that they cooperate to increase the prevalence of selective targeting policy measures on employment-related activation programs that targets labour market performance and individual responsibility and reinforce formal rules as a regulative mechanism (Brollo et al 2017) to steer young TCIs transition to all types of work. In Austria, Czech Republic and Finland, there is convergence towards a new framework for social welfare governed through a market-based enabling state that is recommodifying labour with an increasing degree of behavioural conditionality and targeting social benefits to those most in need. The local governments carry-out employment-related activation measures implementation with private employment agencies through a new regulatory public managerial administrative governance in public service delivery reforms that may

impair the initial activation objective to promote inclusion and disadvantaged young people in work-related incentive settings (see Esien, 2019; 2020). In contrast, the main difference between Austria, Finland, and Czech Republic regarding the implication of their work-related incentives to enable young third-country immigrants' transition to work was that the institutional context in Czech Republic institutional is dissimilar to Austria and Finland with its concentration on investment incentives to sustain human capital. Meanwhile, Austria and Finland pay more interest to grant employers subsidies when they employ hard-core job seekers. Another striking point is that, while in Finland the government emphasizes the participation and inclusion of every citizen as an individual (That is the Public-Private-People (PPP)) Model in a mixed economy system, Czech Republic and Austria focuses in the society as a whole (see Esien, 2019) to activate young third country immigrants job seekers enter work. Thus, the study concluded that although Austria, Finland, and Czech Republic are three European countries, they slightly differ in their implication of work-related incentives and regulatory managerial tools that also need to be well articulated especially in our increasingly growing fluid society with newcomers possessing different working ethics and socialization processes. Finding the balance to uphold human values and dignity may be not only supportive to vulnerable people's upward labor market mobility, but could enforce sustainable public finance, belongings, and open democracy.

4.1.8 ARTICLE VIII: Subsidies, Capacity Reinforcement, and Sanction work-related initiatives: In enabling state activation governance for Third-country National's work promotion.

Esien Eddy Bruno: Subsidies, Capacity Reinforcement, and Sanction work-related initiatives: In enabling state activation governance for Third-country National's work promotion.

Article VIII analyzed the implication of subsidies, capacity reinforcement, and sanctions in the realm of Employment Acts under enabling state's activation work-related governance to promote work. The research design consists of a qualitative comparative cross-country case-oriented research approach with a fewer-country comparison between one Western European country (that is Austria), One Nordic country (that is Finland), and one CEE country (that is Czech Republic). The focus was on enabling

state activation governance in work-related initiatives to interpret young third-country immigrant transition to work.

Regarding the empirical data collection for this paper, the qualitative comparative data were collected through documents, official reports, interviews, and short demographic questionnaire survey. The documents for this study were collected from authorized Employment legislature documents in Austria, Finland, and Czech Republic. Raw data from Eurostat, European Commission, European Union, and Eurofound database were collected to supplement the documents as primary data. On the other hand, secondary data were also collected for this study through other scholarly text review, published and unpublished studies, and from scholars' blogs and research homepages. Concerning the data analysis, the qualitative data from the documents were analyzed using content and document analysis techniques.

The findings of this study revealed that first, the government, public, private employment service agencies play an important role in the expansion of earning opportunities to long-term registered unemployed young third-country immigrants' job seekers in Austria, Finland, and Czech Republic (see Esien, 2019). Second, the government of Austria, Finland and Czech Republic subsidize private activities through public employment services and private employment service agencies contracting for activation program to enable young third country immigrants' transition to work. (435/2004 Coll., Act on Employment, dated 13th May 2004; Act on public employment and business service, 2012; TE-Palvelut, 2019). In 2018, the governments spent on Labour Market Policy by active measures as a percentage of GDP in Austria (0.75%), Finland (0.94%) and the Czech Republic (0.31%). Third, the public employment service in Austria, Finland and the Czech Republic facilitate targeted migrant's activation program implementation to enable young third country immigrants' transition to work. In Austria, private employment service agencies service delivers German language courses that break the structural and linguistic barriers "to reach the targeted group of children/young people with migrant backgrounds" (Sozial Ministerium 2014) needs for sustainable job market inclusion. In Finland, private employment service agencies provide target work trial, vocational and career choice counselling, integration training courses in activation program implementation to enable young third country immigrant transition to work (TE-palvelut, 2019). The public employment service (TE-palvelut, 2019) also provides online video counselling for new immigrants with guidelines in six

languages (Arabic, Dari, Chinese, Kurdish/Sorani, Somali, and Thai) to support multilingual employment-related integration (TE-Palvelut, 2019) in Finnish linguistic and cultural diversity (Polviene, 2017). In the Czech Republic, the government provide targeted counselling, social service, and intensive focus of Czech language learning as a prerequisite to (third country) immigrants labour market integration (Act No. 435/2004 Coll. on Employment). The Labour Office and private employment service job counselling focusses on “assessing” job seekers “character, ability and skills” for employment recommendation, training, career choice, job vacancies and placement in activation measure implementation to enable young third country immigrant transition o to work (Act No 435/2004 Coll., on employment). Moreover, an Anti-discrimination Act prohibits forms of discrimination and ensure equal treatment in activation program (Act No 435/2004 Coll., on employment) implementation to enable young third country immigrants’ transition to work. In 2016, for instance, registered unemployed people in Austria (44.5%), Finland (23%) and the Czech Republic (19%) took part in targeted non-formal education and training activation programmes to refine their human capital and tackle labour market exclusion that also enable young third country immigrants’ transition to work. However, in 2019, 7.5%% of 18-24 years old in Czech Republic were neither employed nor in education or training (NEET) (Eurostat, 2020). Even more studies have reported evidence that suggests intensive training causes greater initial earning losses and work experiences opportunities are often unpaid (Dyke et al., 2006; Heise and Mayer 2004; Wikijob 2019) Fourth, in Austria, Finland and the Czech Republic, the government, public and private employment service agencies Labour Market Active Policy reforms embody the extensive use of sanction regulatory tool to couple benefits with socially approved moral commitment (2004). Noncompliance implies sanctions. In Austria, for instance, a report from “Aktive-arbeitslose” (2019) stated that in 2013 the number of withdrawal bans rose to a new high. 56,054 claimants face sanctions because of missed check-up, followed by 33,078 one-month bans for self-resignation, and 15,816 six or eight weeks bans for supposed bans. However, several studies reported evidence that the effects of sanctions on the life of claimants led to serious and protracted psychosomatic illness and may result in homelessness (Ames 2009; Apel and Engles 2013; Grießmeier 2012; Müller and Oschmiansky, 2006; Kumpmann 2009; Schneider 2008; Wagner 2010). Other studies found out that sanction regimes indicate a discipline state that punishes poverty (Schram, 2010; Wacquant, 2009; Serrano Pascual, 2013; Serrano Pascual 2007; Salais et al, 1986; Topalove, 1994;

Foucault, 1975; Manchester CAB Service 2013) in disfavour of the poor who need public and/or social assistance (Grießmeier 2012; 2013). Despite the comparative entities' similarities in convergence towards conditional welfare reforms and selective targeting, work-related initiative subsidies in Czech Republic are dissimilar to those of Austria and Finland, because it creates socially useful jobs, where employer reserve jobs and fill with hard-to-placed registered unemployed. In Austria, this creates near market, fixed-term jobs, or network to advice and employed registered unemployed. Meanwhile, in Finland it creates work try-out programs that clarify job seekers vocational and career choice option. Moreover, Austria and Czech Republic rely on a monolingualistic (German/Czech) work-related initiative counseling, while Finland focuses on multilingual counseling because multilingualism is a strength in Finnish linguistic and cultural diversity to promote belongings. This research confirms previous findings and contributes to our understanding that the work-related initiatives indicate organization and programmatic reforms (Finn, 2000; Immervoll, 2012; Martin, 2014; Forde, 2011; Elveld, 2016) to government managerial tools in enabling state activation governance. These reforms suggest a committed political will to change the profile of programs in the income maintenance program of the past (Neil, 2004) and emphasis on personal responsibilities over rights to access benefits (Kalish, 1991; Keizer, 2001; Mead, 1986; Loftager, 1998; Neil, 2004; Jacobsson et al., 2017; Taylor-Gooby 2004; Bonoli 2010; Martin 2014) that can tighten eligibility (Spicker, 2005) in activation governance (Becker, 2000; Norhund, 2000). This may have something to do with lack of solidarity and transparency, unethical behaviour, quality and service, and selective targeting which may impair young third country immigrants transition to work for work protection governance.

4.1.9 **ARTICLE IX: Enabling State and Unemployed Third-country Nationals: Direct Measures, Psychological Plane, and Supportive Services**

Esien Eddy Bruno: "Enabling State and Unemployed Third-country Nationals: Direct Measures, Psychological Plane, and Supportive Services", *Social Transformations in Contemporary Society*, Vol 8 (1), p. 88-99, ISSN: ISSN 2345-0126 (online),

Article VII is entitled "Enabling State and Unemployed Third-country Nationals: Direct Measures, Psychological Plane, and Supportive Services for Work promotion". This

study analysis the implication of direct measures, psychological plane, and supportive services in the realm of enabling state governance to enable young third-country immigrant transition to work in Czechia. The study is empirical, and it employed a qualitative research method. The main research question of the study was to find out how direct measures, psychological plane, and supportive services in the realm of enabling state capacity reinforcement enable young third-country immigrants' transition to work in Czechia and the implication to immigrants.

Regarding the research methodology, qualitative data were collected for this study from the case study authorized employment documents for analysis. The qualitative data for this study was collected through official documents. The criteria for selecting the documents consisted of multiple purpose selected Employment Acts of the Czechia Employment legislature that have long history and physical evidence to explain the regulation of foreigners' employment-related guidelines. The authorized documents were "Employment Acts", "Employment Legislature for foreigners" or "Social Assistance Acts", and "Tax Benefits". Investigation of the documents took place during the researcher stay in Prague – Czechia between January and December 2019. Some documents were in Czech language. The phrases, sentences, and paragraph segments from the documents and other sources of the country's Employment Acts and official documents were reviewed, extracted with theory-led themes, and coded. All the data were coded and developed into suitable categories of (I) Conditions-Direct Measures, (II) Self-actualization Programs-Psychological Plane, and (III) Barriers-additional services and later enable the analysis. On the other hand, secondary data were also collected for this study through other OECD, ILO, and European Union database as well as, published and unpublished studies, and from scholars' blogs and research homepages.

The findings of the study revealed that first, the Labour Office plays an important role in signing an agreement with retraining facilities that implement education and training programs for registered unemployed people such as young third-country immigrants. Through the delivery of these programs, the accredited private enterprise is able to enable registered unemployed young job seekers acquire new knowledge, skills training, and working experiences for the labour market entrance. Recipients of social assistance benefits participating in the programs are obliged to complete the retraining programs and take up suitable jobs that correspond to the newly acquired qualification (Act on

Employment, 435/2004 Coll. Dated 13th May 2004, Section 104 (1)). Noncompliance with formal rules implies sanctions to repay the retraining course if participants fail to complete the course or accept job referrals (see Esien, 2019; 2020). The job search requirements must be met by all members of the household (OECD, 2019, p. 12). In 2018, for instance, 48.7% of young unemployed non-EU nationals participated in education and training (Eurostat, 2020) programs to acquire knowledge that include Czech language with the aim to improve their skills for the labour market. However, in 2019, 7.5% of 18-24 years old were neither employed nor in education or training (NEET) (ibid). Thus, the enabling state-society and private enterprise (such as NGOs) relation in the agreement to provide activation programs that upgrade registered unemployed practical skills was found as one of governments' decentralized corporate governance conditioned with legislative behavioral rules (see Esien, 2019; 2020; Neil, 2004) and administrative discretion dealing with individual beneficiaries' responsibilities (Heidenheimer et al, 1990, p. 221). Second, the findings of this study revealed that the Minister specify the nature, form, cost, and payment guidelines when the Labour Office's write a "conditioned" agreement with specialized pedagogical clinics and balance diagnostic centers to provide young unemployed people in activation programs with specialized motivational individual counseling aimed at raising self-esteem and confidence (see Esien, 2019). In 2006, for instance, it was found that 458.000 Czechs sought psychiatric and therapeutic support about their mental-health problem (Krosnar Katka, 2008) that helped them regain confidence to find work. Moreover, the NGO called Centre for Social Service Prague provides social therapeutic consultancy for people in different situations (European Development Agency, 2020) that elevate their self-actualization in employment systems. Third, the findings of this study revealed that the Labour Office cooperates with private commercial and non-commercial entities to deliver additional supportive services for young unemployed people to reconcile their work and families. It was found that in 2017-2018 school years, for example, 57% of children aged 6-11 attended after-school centers (Eurofound, 2020, p. 8) that enable families (especially (lone) mothers) to arrange family and work and take work (ibid). However, in the same year, there were 12.2% of people at risk of poverty with very low work intensity (ibid). Fourth, the finding of this study revealed that counseling in Czechis since the 1920's has a long-standing tradition with psychological influence in the development of counseling which is from a western capitalist context other than those of migrants that challenge its universal relevance (see

Esien, 2019; 2020). Fifth, the findings of this study revealed that in Czechia there is a bureaucratic behavior and government's sort of minimization principle with respect to migrants right that emphasize the state should not grant too many rights to migrants as it would be wasteful (Pavel et al., 2014, p. 144) that has encourage the infringement of Anti-discrimination Law to ensure equal opportunity and social rights to access benefits (see Esien, 2019; 2020). These conditions are obstacles to public assistance bureaucrats that introduce more forceful welfare reforms legislations to impose stringent limit and social control on eligibility for public assistance effort to strengthen the capacity for work.

In short, the enabling state cooperate in partnerships with public and private employment enterprises that reinforce a new public assistance bureaucracy regulatory managerial device that target benefits eligibility and individual responsibilities with capacity reinforcement measures and strict social control (See Esien 2019; 2020; Mead, 1986) to administer young third-country immigrants transition to work. In this regard, the public administrative old mold of eligibility to welfare as income maintenance was broken with "stingy" (Kalish, 1991) states that pursue work-related incentives reforms which may infringe (minorities) citizens' rights to social and welfare benefits. This may have something to do with public administrative discretion in dealing with individual beneficiaries and recommodification of labour that holds workers in bondage of market forces. To conclude, if constraints in the course of implementation and regulatory management who crosses benefits threshold persist in enabling state capacity reinforcement governance, problems in transparency and accountability, inefficiency, and unequal opportunities may prevail not only to hinder minority groups of people's labour market upward mobility, but may penalize "aesthetic" belongings, economic prosperity, and open democracy in contemporary super diversity complex societies.

4.1.10 ARTICLE X: Public Work Programs, Wage Subsidies, and Tax Credits: In enabling state subsidization governance for Third-country Nationals' work promotion in Austria, Finland, and Czechia.

Esien Eddy Bruno (2021): Public Work Programs, Wage Subsidies, and Tax Credits: In enabling state subsidization governance for Third-country Nationals' work promotion in Austria, Finland, and Czechia. Submitted for consideration by International and Multidisciplinary Journal of Social Sciences

Article X analyzes the implication of public work programs, wage subsidies, and tax credits under enabling state subsidization model to increase the availability of work. The research design consisted of a qualitative cross-national case-oriented research method approach with a fewer-country comparison between three member States in the EU that is Austria, Finland, and Czechia. The focus was on enabling state subsidization governance to interpret and understand young TCIs transition to work.

Regarding the research methodology, the qualitative comparative data were collected from documents and official reports. The documents for this study were collected from authorized Employment legislature documents in Austria, Finland, and Czech Republic. Raw data from Eurostat, pwc, and Eurofound database were collected to supplement the documents primary data. On the other hand, secondary data were also collected for this study through other scholarly text review, published and unpublished studies, and from scholars' blogs and research homepages. Concerning the data analysis, the qualitative data from the documents were analyzed using content and document analysis techniques.

The findings of this study revealed that first, the government subsidize temporary employment opportunities in public works activation program implementation for hard-to-to-place registered unemployed (European Commission, 2012). Second, in Austria, Finland and the Czech Republic, public employment service signed an agree with private employment service agencies (work provider) to create part-time working place in work-related activation program to enable young third country immigrants' transition to work (Bock-Schappelwein, 2019; BMAGSK, 2018). In 2018, for instance, in Austria (8.678), Finland (33.725), and the Czech Republic (10.595), registered unemployed people took part in activation direct job creation program to gain employment habit for work that impact young third country immigrants' transition to work (Eurostat, 2020). However, several studies (Fretwell et al., 1999; Fletcher, 1998) suggest that public work participants' job placement chances after the programs are the same as or worse than those of nonparticipation. Other studies found deficiencies in the design with a decrease proportion of funds to the poor and short-lived relief character of programs, which does not enable access to any permanent source of income (Muqtada, 1989; Dejardin, 1996). Moreover, eligibility depends on specific targeted groups (EC, 2012) that may infringe the basic principle of universal social rights to benefits. Third, the government and public employment service grants private employment services agencies (work provide)

hiring and recruitment wage subsidies in work-related activation measure implementation to interrupt unemployment (TE-Palvelut, 2019; BMASGK, 2018; Eurofound, 2010; 435/2004 Coll., Act on Employment, 2004). In the year 2017, the Austrian government spent a total of 0.07 percentage of GDP on employment incentives programs, with the whole 0.7 percentage of GDP earmarked for recruitment work-related activation schemes. In Finland, the state public expenditure for employment incentives in 2017 account for 0,08 percentage of GDP for employment programs, with 0,7 percentage and 0,2 percentage earmarked for recruitment incentives and job rotation and job sharing, respectively. In Czechia, the government expenditure for employment incentives in 2017 accounts for 0,03 percentage of GDP, with the whole 0,3 percentage earmarked for recruitment incentives. These work-related activation incentives give a recruit welfare claimant that include registered unemployed young third country immigrants job interview without possessing the required skills to get a job and increase unemployment opportunities. Fourth, the government provide tax-exempt payment that provide additional financial support to unemployed families and children who include young third country immigrants living in low-income taxpayers' households for new employment avenue employment opportunities. In 2015, public spending as a percentage of GDP for family benefits accounted to 2.65 % (Austria), 2.040 (Finland), and 3.113% (Czech Republic). Other data, in 2015, shows that family benefit transfer in cash (1.96% in Austria and 1.5% for Czechia) significantly outweighs transfers in kind (0,69% in Austria and 0,54% in Czechia) (OECD, 2020) to support vulnerable (young TCIs) families create employment opportunities. The only exception was Finland, which disbursed more family benefits in kind (1,7%) than in cash (1,5%) that impact household (that include young third country immigrants) income and poverty (Marx et al., 2015) to arrange employment avenues. However, access to tax credits depends on the specified test frame in the internal revenue code (Marron, 2011) that limits access to welfare benefits. Even more, studies reported evidence that suggests that government spending is hidden under the tax code in the form of credits. This seem like the government let taxpayers keep their own money but are spending in disguise (ibid) and claw back taxes (Neil, 2004), which reduced the volume of tax benefits for welfare assistance, especially in disfavour of young TCIs. Six, an important finding to emerge in this study is the government, public and private employment service agencies lack of transparency and targeted maintenance subsidies (Neil, 2004) inefficient functioning to spread employment availabilities in work-related activation programs implementation

that has encourage social disintegration and divisiveness (Devereux & Sebates-Wheeler, 2004) to enable young third country immigrants' transition to work. Seven, these uncertainties are a barrier to bureaucrats' administration capacity of work-related activation subsidize in enabling state redistributive policymaking and/or implementation arena (Fellows & Gretchen, 2014) to change the nature of risk management and enable young third country immigrants' transition to work. Eight, despite convergence in the comparative entities' enabling state subsidization governance similarities, maintenance subsidies in Austria and Finland are dissimilar to those of the Czech Republic, because it focusses to cover the cost of hiring and recruiting hard-to-place registered unemployed. Meanwhile, Czechia's government focus on investment maintenance work-related activation subsidies to support registered unemployed job seeker's self-employment or businesses that create new jobs. In addition, unlike in Finland and Czechia, Austrian family allowances' tax deductions to subsidize young TCI's activities are subject to indexation if the children live in other EU countries (pwc, 2020). Eligibility depends on specified tests that include, number of children, residence, and citizenship (Classen & Clegg, 2007). This research argues that the enabling state target allowances that promote labour market performance (Nordlund 2000) and individual responsibilities (Berrick, 2001; Loftager, 1998; Finn, 2000; Immervoll, 2012) in work-related subsidization governance implementation. This form of conditionality suggests deemphasized rights to the universal allocation of income as social rights and emphasizes selective targeting benefits (Atkinson, 1987; Kalish, 1991; Keizer, 2001; Mead, 1986), which are changing the nature of risk management and social citizenship relation (Classen & Clegg, 2007) in enabling state subsidization governance. This may have something to do with the recommodification of labour, divisiveness, lack of transparency and inefficient public assistance service delivery, which may impair young TCIs employment-related transition in enabling state subsidization governance setting.

4.1.11 **ARTICLE XI:** Selective Targeting and Unemployed: The implication of Behavioural Criteria in Public Assistance Eligibility to enable Transition to Work.

Esien Eddy Bruno. (2020) Selective Targeting and Unemployed: The implication of Behavioural Criteria in Public Assistance Eligibility to enable Transition to Work. In Ibrahim Sireci & Merita Zulfiu Alili (ed.) The Migration Conference 2020 Proceedings

Migration and Politics, Transnational Press London, 179-182. ISBN: 978-1-912997-82-4.

Article XI is entitled “Selective Targeting and Unemployed: The implication of Behavioural Criteria in Public Assistance Eligibility to enable Transition to Work”. This paper analysis analyses behavioural criteria in public assistance programs under selective targeting to understand young third-country immigrants’ (TCIs) transition to work in Austria, Finland, and Czech Republic. This study employed qualitative comparative cross-national case-oriented research approach. The main research question was to analyse how behavioural criteria in the realm of public assistance programs under selective targeting enable young third-country national transition to work.in Austria, Finland, and the Czech Republic?

Regarding the research methodology, the qualitative comparative data were collected from documents and official reports. The documents for this study were collected from authorized Employment legislature documents in Austria, Finland, and Czech Republic. Raw data from Eurostat, pwc, and Eurofound database were collected to supplement the documents primary data. On the other hand, secondary data were also collected for this study through other scholarly text review, published and unpublished studies, and from scholars’ blogs and research homepages. Concerning the data analysis, the qualitative data from the documents were analyzed using content and document analysis techniques.

The findings of this study revealed that first, the government reforms of the public assistance program for each of these countries embodies extensive use of regulatory devices to couple benefits with socially approved legal behavioural work requirements. Second, In Austria, the selective targeting in work-related activation program implementation is based on individual basis. There is no legal behavioural requirement for other members of the households. Third, In Finland, the government selective targeting in work-related activation programs implementation is based on the unit of households. There may be a legal behavioural requirement applied also to other adults living in the same household as the social assistant claimants in work-related activation program implementation to enable young third country immigrant transition to work. Fourth, In Czech Republic, the government selective targeting in work-related activation programs implementation is based on the unit of household. The Labour

Office may also request, long-term job seekers claimants participate in targeted PES programs. Beneficiaries in work-related activation programs implementation are jointly assessed with their families and people living in the same household (Kaluzna, 2008). Fifth, Noncompliance implies denial or limited benefits for parents and children already on welfare. Six, an important finding to emerge in this study is the government, public and private bureaucrats' morale agenda (Fellow and Rowe, 2004) in work-related activation program that has encouraged social tension and divisiveness (Neil, 2004). Seven, these uncertainties are challenges to public employment services' capacity to manage private employments' and young third country immigrants' behaviours in work-related activation program implementation. Eight, despite similarities in the conditional redistributive policy process, the work-related activation program implementation institutional framework in Austria is dissimilar to those of Finland and Czechia, because it is based on individual basis. Meanwhile, Finland and Czech Republic focus on the units of households. Nine, this research argues that selective targeting generates ethical issues, creates inequalities, and divisiveness in the regulatory work-related activation program implementation governance. This suggests deemphasized rights to universal allocation of income and emphasizes on compulsory, moralistic, and individualized punitive model (Jill 2001; Fellow and Rowe 2004; Neil 2004; Kidd & Althias, 2019), which may impair recipients of welfare, disabilities, and public assistance access to benefits, when looking at issues such as employment-related transition of young TCIs and in selective targeting behavioural criteria settings

4.1.12 ARTICLE XII: Contractual obligation, Individual autonomy, and Sanction in Targeting Benefits for Third-country Nationals' Work Promotion in Austria, Finland, and Czech Republic.

Esien Esien (2021) Contractual obligation, Individual autonomy, and Sanction in Targeting Benefits for Third-country Nationals' Work Promotion in Austria, Finland, and Czech Republic. Submitted for consideration in Fethiye Tilbe & Elli Heikkila (ed.) "Work and Migration: Case Studies from Around the World" Book. Publisher Transnational Press London

Article XII is entitled "Contractual obligation, Individual autonomy, and Sanction in Targeting Benefits for third-country nationals' work promotion in Austria, Finland, and Czech Republic". This article analyses the implication of contractual obligation,

individual autonomy, and sanction under targeting benefits to understand young third-country immigrants' transition from welfare to work in Austria, Finland, and Czech Republic. This study employed qualitative comparative cross-national case-oriented research approach. The main research question was to analyse how behavioural criteria in the realm of public assistance programs under selective targeting enable young third-country national transition to work in Austria, Finland, and the Czech Republic? Regarding the research methodology, the data collection and analysis were like that of article XII.

The findings of this study revealed that first, for each of the comparative entities (Austria, Finland, and Czech Republic), there is a centralized targeting governance framework in work-related activation measures that arranges contractual agreement for third-country national's activation programs service delivery. Second, the government in Austria, Finland, and the Czech Republic spent in direct job creation so that needy families that include young third-country immigrants participate in any of the intended benefit activation programs. In 2018, the public expenditure account to 205,496 million euro (Austria), 457.139 million euro (Finland), and 75.01 million euro (Czech Republic) for activation program direct job creation implementation to enable unemployed registered job seekers to improve their human capital. Third, however, other studies found deficiencies in contractual agreement design with decreasing proportion of government funds going to the short-lived relief character of programs, which does not enable access to any permanent source of income (Muqtada, 1989; Dejardin, 1996). Fourth, there is a consensus that the social and labour offices face administrative capacity with limited staff and time capacities to consider individual cases in line with the behavioural requirements (Večerník, 2004; Večerník, 2005). Fifth, another study found irregularities in the procurement environment with large-scale shortcomings of contracting out agreement cases (European Commission, 2016). Sixth, work-related activation reforms in Austria, Finland, and Czech Republic approved socially legal morale requirements. Seventh, for registered unemployed young third-country immigrants to partake in any of the intended benefits work-related activation programs implementation, for instance, the government spends on needy families. In 2018, the overall government expenditure on social protection in % of GDP for family and children in these countries accounted for 2.1 % (Austria), 3.0 % (Finland), and 1,7 % (Czech Republic). Seventh, the government expenditure assists disadvantaged families in

need with programs temporarily that include work-related activation measures implementation to encourage young third-country immigrants to engage in more active traditional social behaviours with individual responsibility and enter work. Eight, other studies and reports confirmed that Finland and Czech Republic also initiated behavioural requirements that impose parental responsibility to ensure that they also search jobs and receive the standardized immunizations (Kalužná, 2008; Kotýnková, 2007; Sirovátka and Kulhavý, 2008). Nine, the government's sanction regulatory tool in work-related activation program implementation discipline and restrict unemployed third-country immigrant's public and/or social assistance claimants under specific legislatures with sanction and punishment. Ten, the Labour Offices exercise compliance monitoring rules generally (Rehfuss, 1993) with sanction and fines to limit registered unemployed young third-country immigrant public and/or social assistance claimant's choice (Zinyema, 2014; Fama, 1980), (eleven) but face challenges to discipline beneficiaries fully (Heilemann and Lukits, 2017; William, 1985). However, Noncompliance implies exclusion from the register when there is no serious reason to refuse job referral (Act No 435/2004 Coll., of 13 May 2004 on Employment, Section 30 (2)). Twelve, an important finding to emerge in this study is the bureaucrats' morale agenda (Fellow and Rowe, 2004) that has encouraged social tension and divisiveness (Neil, 2004). These uncertainties are challenges to officials' capacity to manage beneficiaries' behaviours. Thirteenth, despite similarities in the conditional redistributive policy process, the institutional framework in Austria is dissimilar to those of Finland and Czech Republic, because it is based on the individual basis. Meanwhile, Finland and Czech Republic focus on the units of households. This research argues that targeting benefits generate ethical issues, create inequalities and/or stigma, and divisiveness in the regulatory redistributive governance. This suggests deemphasized rights to universal allocation of income as social rights and emphasizes on compulsory, moralistic, and individualized punitive model (Wacquant, 2009; Jill, 2001; Fellow and Rowe 2004; Neil, 2004; Kidd & Althias, 2019; Kidd, 2017; Kidd, 2018; Serano Pascual, 2007; Serano Pascual 2013; Peck, 2003), which may impair recipients of welfare, disabilities, and public assistance access to benefits, when looking at issues such as employment-related transition of young third-country immigrants and socio-economically disadvantaged groups in targeting behavioural criteria settings. The study appears to support the argument for a marginal adjustment and improvement on the design, governance, and implementation of the public assistant benefits eligibility policy

process, especially to regulate third-country nationals and/or vulnerable people's transition to all types of paid work. In short, the governance of targeting benefits indicates a sign of neo-liberal realpolitik (Peck, 2003) and a new paternalistic policy mode with an administrative cost containment and regulatory tools that targets individual responsibilities and labour market performance in times of austerity policy approach to allocate scarce resources and steers young TCIs' transition from welfare to all types of work. If lack of transparency, ethical standards, and solidarity in the design of eligibility criteria and the effective functioning of targeting eligibility regimes persist, problem of public accountability, power asymmetry, stigmatization, democratic deficits, and political inequalities may prevail not only to impair minority group's belongings but jeopardize social cohesion, economic prosperity, sustainable public finance, and participatory democracy.

4.1.13 ARTICLE XIII: Targeting Benefits and Eligibility Criteria for Third-country Nationals' Work Promotion in COVID-19 pandemic era.

Esien Eddy Bruno (2021) Targeting Benefits and Eligibility Criteria for Third-country Nationals' Work Promotion in COVID-19 pandemic era. Submitted for consideration In the Proceedings of 4th Neuchâtel Graduate Conference of Migration and Mobility Studies, University of Neuchâtel, Switzerland.

Article XIII is entitled "Targeting Benefits and Unemployed: Eligibility Criteria of Social Benefits to Enable Third-Country Nationals' Transition to Work". This paper analyses the implication of eligibility criteria under targeting benefits to enable young third-country immigrant's transition from welfare to work in Austria, Finland, and Czech Republic. The study is empirical, and it employed a qualitative research method. The main research question of the study was to analyse how eligibility criteria in employment related social benefits under targeting benefits enable Third-country immigrants' transition from welfare to work in Austria, Finland, and Czech Republic and what is the implication to immigrants.

Regarding the research methodology, qualitative data were collected for this study from the qualitative comparative cross-country case-oriented research approach authorized employment documents for analysis. The qualitative data for this study was collected

through documents. The criteria for selecting the documents consisted of multiple purposive selected official Employment legislatures samples that have long history and physical evidence to explain Austria, Finland, and Czechia regulation of foreigners' employment-related activities. The authorized documents were "Employment Acts", "Employment Legislature for foreigners" "Labour Code", "Public Employment Service Acts" and "Tax Benefits" to offer a multidimensional in-depth research. For document and thematic content analysis of this study, the phrases, sentences, and paragraph segments from the documents and other sources of the country's official documents were reviewed, extracted with theory-led themes, and coded. All the data was coded and developed into suitable categories and later enabled the analysis. On the other hand, secondary data were also collected for this study through OECD and European Union databases as well as, published and unpublished studies, and from scholars' blogs and research homepages to offer corroboration and or/supportive evidence.

The findings of this study revealed that first, the Labour Office plays an important role in signing a formal contract in cooperation with private agencies where recipients of social assistance benefits' age are targeted in employment-related activation programs participation. Second, the finding of this study revealed that the Labour Office and private employment agencies emphasize on young unemployed participants behavioral conditionality are individual responsibility to take part in activation measures. Through this condition, young unemployed participants' responsibilities to access benefits depend on criteria to take work, accept job referrals and attend consultations etc. Noncompliance implies sanctions and even withdrawal of benefits. Third, the findings of this study revealed that functional impairment shrinks the pool of registered unemployed young people eligible for social benefits. Through this functional impairment model, young people eligibility to access benefits depends on rigorous definition imposed on disability programs with slightly more stringent laws of incapacity under which a claimant would be eligible for incapacity benefits.

In short, the findings of this study show age, behavioral requirements, and functional impairment regulative tools, is a perceived influence in countries' last-resort safety nets administrative governance to shrink the categories of people eligible for social benefits and negotiate young third-country immigrants' transition to work. This indicates certain means-tested pro-poor administrative governance device similarities, but dissimilar from the selected entities institutional mode of operation. This is relevance to

convergence towards a new institutional framework for social welfare governed by the enabling state that does not only increase the degree of means-tested selectivity in the social expenditure of industrialized nation, but tactfully raised eligibility threshold that may impair minority groups participation, trust in government public service performance, transparency and accountability, belongings, social cohesion, and the economy in global competition.

4.1.14 ARTICLE XIV: The Enabling State and Targeting Benefits: Age Criteria in Social Benefits Eligibility for Old Third-country Nationals.

Esien Eddy Bruno (2020) The Enabling State and Targeting Benefits: Age Criteria in Social Benefits Eligibility for Old Third-country Nationals. Newsletter of the ESA Research Network on Ageing in Europe. Issue 27, Spring 2020, 8-11.

Article XIV is entitled “The Enabling State and Targeting Benefits: Age Criteria in Social Benefits Eligibility for Old Third-country Nationals”. This study analyses the implication of age criteria in the realm of targeting benefits under enabling state to understand old third-country immigrants’ eligibility for social benefits in Austria, Finland, and Czech Republic. The study is empirical, and it employed a qualitative research method. The main research question of the study was to analyse implication of age criteria in the realm of targeting benefits under enabling state for old Third-country immigrants’ social benefits eligibility in Austria, Finland and Czech Republic and the consequences to elderly immigrants?

Drawing on documents, reports, and previous studies, this study takes stock of Austria, Finland, and Czech Republic implication of age criteria in the realm of targeting benefits under enabling state to shed light on this seemingly complex phenomenon. The research data analysis methods include the techniques of document and content analysis.

The findings of this study revealed that first, the government is raising age of retirement, increasing participation, and gender disparities as a major influence in the regulative governance. Second, the savings on pension achieved through raising the age of retirement (Auer and Fortuny, 2000; Neil, 2004) in Austria, Finland, and the Czech Republic with restrictive targeting of social benefits has influence lack of transparency and solidarity in the design of eligibility criteria. These eventualities are additional cost to emerge as public expenses in other programs such as healthcare and social assistance.

Third, despite similarities in raising the age of retirement, there are dissimilarities from the countries' institutional context to administrative control on the allocation of social benefits. Fourth, this study confirms the results of previous studies in which preschoolers recognised targeting benefits through age as a reform adjustment for the increase in life expectancy that affects beneficiaries differently (Auer and Fortuny, 2000; Neil, 2004). These differences suggest government saving in pension that may heavily affect the proportional return on social security to worker in low-income and minority groups (Neil, 2004; Auer and Fortuny, 2000). Fifth, this indicates government lack of transparency in the design of eligibility that may impair people eligible for social benefit, when looking at issues such age criteria for old third-country immigrants and disadvantaged groups in targeting social benefits setting. Sixth, the study appears to support the argument for a change in targeting social benefit regulative governance in social benefit allocation for older people. In short, targeting benefits indicates government regulatory new public management governance to sustain public finance that negotiate old third-country immigrants' eligibility for social benefits in Austria, Finland, and Czech Republic. If lack of transparency and solidarity persist in the allocation of social benefit, problem of discontinuity and bubble effects may prevail not only to disfavour minorities groups subjective well-being but increase public expenses to other areas not align with the initial aim of sustainable public finance and penalize active ageing in times of increasing COVID-19 challenges.

4.1.15 ARTICLE XV: Open Information, Contract Management, Transparency and Ethical Standards: In Local Government Units Contracting-out Case Management Service Delivery

Esien, Eddy Bruno (2020). Open Information, Contract Management, Transparency and Ethical Standards: In Local Government Units Contracting-out Case Management Service Delivery, In De Vries, M., Memec, J., Junjan, V. (ed) *The Choice-Architecture behind Policy Designs: From Policy Design to Policy Practice in the European Integration Context*. Bratislava: *NISPAcee Policy Database*, pg. 267-281. [ISBN: 978-80-999390-1-2]

Article XV is entitled to "Open Information, Contract Management, Transparency and Ethical Standards: In Local Government Units Contracting-out Case Management Service Delivery". This policy paper discusses issues related to information, contract management, transparency, and ethical standards to improve local units of government

contracting for case management in the Czechia and its implication for third-country national heterogeneous subgroups' employment-related transition. The policy paper is based on empirical data from the author's initial study and is grounded on qualitative case study research method. The main aim of this policy paper is to improve the overall public-private agencies agreement in contracting out governance that impacts third country nationals' transition to work in Czechia.

Regarding the research methodology, qualitative data were collected from the authors' initial case study documents for analysis. The qualitative data for this study was collected through a variety of initial and secondary sources. The primary data and information results are partly from the author's own research through document analysis. Meanwhile, the secondary data or information derived from the research and writings from other scholars in the field of (corporate) governance. The selection criteria include government (employment) legislation and policy statements, government reports, NGOs reports, other policy studies, academic journals, and conference papers and published and unpublished research. These considerations, geographical focus, type of data available and audience drives the data selection choice and sources in this policy paper research.

The findings of the study reveal that, first, certain service provision in Czechia's contracting-out model is negotiated and exempt from open access to information (see Esien, 2019; 2020) that distort freedom of information and transparency in public assistance service delivery for disadvantaged young people transition to work. Second, the findings revealed that the government's responsibility for contracting-out employment-related service delivery in public assistance resulted in reduced public trust in the government and public sector performance. Thus, the only way to keep down such a presumably undesirable development in the future is likely to maintain some openness in the information flow and adjustment in contracting-out relation to make sure that taxpayers get the best deal and equally steer vulnerable people's transition to work. Third, the findings of the study revealed that contracts are often treated as secret. Fifth, the findings revealed that the Labour Office needs professional capacity and performance management that does not create burden to the taxman and negation to enable recipient of social assistance transition to work process. However, the Labour Officials' lack such skills and competence to control problem-solving and effective policymaking and implementation processes. It was also found that in response to an

apparent rule for the selection of civil servant in Czechia, the influence of ministers in the selection of civil servants remain undiminished and the risk of civil servant politicisation may create a barrier for independent experts to enter the civil service and thus hamper civil service professionalization (see Esien, 2019; 2020). Sixth, the findings revealed that Czechia government has failed to invest to the right people with the right (commercial) skills that are essential to meet the goals of contracting out and, the capacity, most certain effective and precise specifications of administrators to decide what it is that the public agency is buying (see Esien, 2019; 2020). Seventh, the findings reveal that budget constraints or targeting the civil service will not eliminate incapacity or insufficiency. Eight, the findings of this study revealed that contracting-out benefits depend crucially on the governments' capacity to manage contracts well. Thus, in this environment, a simple selection of Labour Officials without reliable capacity to sustain public finance and enable the reduction of exclusion is insufficient. Ninth, the findings reveal the existence of restricted accountability and unethical behaviour in Labour Office and private employment agencies contracting-out arrangements to navigate registered unemployed young vulnerable people into paid employment. Tenth, the arrangement between Labour Office and private employment agencies in contracting-out for welfare service delivery was found to be one of virtually restricted legal access to government information by citizens/public and transparency perception to corruption (such as a whistle blowing mechanism) which impact administrative capacity. In Czechia, the Law on the Act on Public Contracts limits the implementation of country specific contracting out recommendations which frequently use negotiated procedures without publication of a tender notice thereby reducing competition and providing substantial discretion for contracting authorities (435 / 2004 Coll. ACT of 13 May 2004 on employment; Act on Public Contracts No. 55 / 2012 Coll, Article 62(3); European Commission, 2019). Eleventh, the study revealed that regarding transparency perception of corruption, Czechia needs further policies and measures to tackle corruption in the delivery of public assistance services that navigate registered unemployed disadvantaged young people transition to work. However, the effectiveness is limited because of information asymmetry which influences the formulation and implementation of transparency policy for public contracts. Lastly, the research revealed following policy recommendations (see Esien, 2019; 2020) in this area for improvements: (1) employment-case management contracts should be subject to freedom of information and access to the public. (2) There should be sustainable

cooperation and openness between all actors involved in the process. (3) Community-based organizations should be provided with language courses and training to draft contracts as well as nationals to act as secretaries that may break language barriers and assist them submit tender for fair competition. (4) Labour Office capacity and skills should include commitments to cut government spending in public to private contracting out of employment-related service deliver and reinvest taxpayer's money to rebuild public services capability with permanent jobs and increase staffing as good news for (open) democracy. (5) Ethical standard in public business includes standardize open-book accounting provisions, focussed data information, reports' disclosure and complaints by contractors, statutory legislature that nominate and protects whistleblowers in public and contracting out department that expose fraudulent behaviours and (6) legislation should set specific working ethics that include honesty, integrity, and fairness in the treatment of service users and employees (see Esien, 2019; 2020)

In short, open information, transparency and ethical behaviour increase the tendency for good management and leadership to administer public funds equitable for public benefits that will eventually steer young third-country immigrants and vulnerable people's transition to paid employment. However, the policy study concluded that for the Labour Office to sustain finance and improve vulnerable people's transition to work, the government must curb down corruption, enable access to open information for transparency and build public trust as well as include a wide variety of diverse communities involved in specific public assistance programmes agenda setting.

4.1.16 ARTICLE V: Shared-knowledge, Transparency, and Accountability: In Enabling State-Society Relations Governance on COVID-19 Resilience Building Societies

Esien, Eddy Bruno (2020) Shared-knowledge, Transparency, and Accountability: In Enabling State-Society Relations Governance on COVID-19 Resilience Building Societies. *HAPSc Policy Briefs Series*, 1(1), 89-99. ISSN: 2732-6578.

Article XVI is entitled to "Shared-knowledge, Transparency, and Accountability: In Enabling State-Society Relations Governance on COVID-19 Resilience Building Societies. This policy brief examines shared-knowledge, transparency, and accountability to improve enabling state-society relations on COVID-19 resilient

building governance and considers the impact on third-country nationals (TCNs) in Austria, Finland, Czechia, and Lithuania. The policy paper is based on empirical data from the author's initial study and is grounded on qualitative case study research method. The aim is to improve the overall changes in the enabling state-society relations governance on COVID-19 resilience building and consider the impact to TCNs in Austria, Finland, Czechia, and Lithuania.

Regarding the research methodology, qualitative data were collected from the authors' initial case study documents for analysis. The qualitative data for this study was collected through a variety of initial and secondary sources. The primary data and information results are partly from the author's own research through document analysis. Meanwhile, the secondary data or information derived from the research and writings from other scholars in the field of (corporate) governance. The selection criteria include government (employment) legislation and policy statements, government reports, NGOs reports, other policy studies, academic journals, and conference papers and published and unpublished research. These considerations, geographical focus, type of data available and audience drives the data selection choice and sources in this policy paper research.

The findings of the study reveal that first, while budgetary constraints are clearly desirable from the central government for market efficiency perspective, governments' efforts to provide public care cannot be achieved alone, as they are in some countries (Esien, 2019; 2020). Second, government developments of multi-stakeholders' relations in the provision of public care are essential to political mobilisation, political equality, and sustainable development. Third, the governments cannot provide, manage, administer, and govern these services at an adequate level from their own administrative capacity. Fourth, Multi-stakeholder's relational governance brings together different partners across territorial tiers (Marks, 1993: 392), scales and/or sectors in dialogue, decision-making, and implementation of solutions in a coordinated and integrated manner (Djalante et al., 2011). Fifth, this is fundamental to ensure open information with knowledge sharing and public accountability (Fraser and Kirbyshire, 2017: 9). Reduced multi-stakeholders and knowledge sharing may cope with budgetary constraints but exclude greater participation by groups affected by decisions. This indicates challenges in citizen's participation that impact COVID-19 resilience building, which may undermine vulnerable peoples' voices. The only way to keep down such

presumably undesirable development in the selected entities is likely to maintain participation and open information with efficient knowledge sharing that may encourage responsive decision and democratic legitimacy to local concern and changing circumstances. This is important for addressing unpredictable, evolving and locally experienced COVID-19 shock and stresses related resilience. Sixth, the government direct consultation is one of the ways for the central government to consult with economic and social actors during policy preparation as part to achieve policy goals and sustainable governance. Seventh, such sets of societal consultation in the form of organized interest groups participation in policymaking, implementation, and corporatist structures of interest mediations are resourceful for bureaucrats to strengthen effective policy processes. Eight, consultation of this kind may make sense to build resilience coping societies, but bureaucrats' adaptation in multi-stakeholder governance and professional quality performance challenges create complex outcomes. In response to a survey in Austria, Czech Republic, and Lithuania, for instance, the quality of bureaucrats slightly diminished and risks public service politicised rather than professional (Thijs et al. 2017, p. 38) that may create barriers for independent diverse policy advisers to enter policy advice on COVID-19 resilience building. Nine, since the government has failed to strengthen the involvement of different citizens' priority, public administrators' professional capacity and quality service performance on COVID-19 resilience building is imperative. Ten, targeting civil service professional quality may not eliminate the incapacity or insufficiency. Even though enabling state-society relational multi-stakeholder governance can bring beneficial influences on both citizens' resilience and to the taxpayers, the benefits depend crucially on the government's regulatory capacity to manage the relation well. Eleven, in this environment, a simple selection of bureaucrats (without consultation of diverse interest groups such as community based and migrants' communities), efficient regulatory quality, rule of the law for sustainability, system of values, and the reduction of exclusion is not sufficient to build COVID-19 resilience shock-related societies. Twelve, institutionalised regulatory mechanisms ensure transparency and accountability for government trust in public service. For example, institutional compliance regulatory mechanism guides checks & balances such as transparency international watchdog bodies and ombudsman (Thijs et al., 2017: 38- 39) to effective regulation. Thirteenth, a striking feature of the current enabling state-society relational multi-stakeholders governance in some countries, however, is the virtually restricted legal access to

government information by citizens / public and transparency perception to corruption that impact administrative capacity on COVID-19 resilience building. In Czech Republic, for instance, there is a relative low score (fourth quintiles) in overall ranking of digitalization and service delivery capacity and performance that indicates restrictive government information with clearly less accessible to the public (Thijs, et al., 2017: 48). Fourteenth, several authors emphasize that transparency and accountability in the Czech Republic, Lithuania, Austria, and Finland need further policies alongside existing Non-discrimination Acts for Equal Treatments measures to tackle corruption (see Esien, 2019; 2020; Thijs et al., 2017: 48) and enhance equal opportunities. Governments in the selected entities, for instance, introduce a transparency Amendment Act to fight corruption. However, information asymmetry between the principal (government bodies) and agents (private organizations) exists in enabling state-society relational multi-stakeholder governance corporate arrangements that influence the provision and implementation of transparency policy measure on COVID-19 resilience building (Kameník et al., 2010: 6). Fifteenth, if knowledge sharing is open and transparent, there is a possibility that diverse citizens from different interest groups (such as NGOs) and (migrants) communities (who are equally the most vulnerable welfare dependence in crisis-related shocks and stresses) will take part and share the collective burden with individual responsibilities. Sixteenth, without open shared-knowledge, there is no guarantee that taxpayer's voices are heard on COVID-19 resilience building. Seventeenth, moreover, without transparency and accountability there is a strong possibility of corruption and public distrust in government provision of public care. Lack of transparency also shows that vulnerable people and ethnic minority groups experience political inequalities and are excluded from public assistance sub production regimes (such as healthcare, employment, and work systems etcetera). These people are likely people with disabilities (PWDs), elderly, lone mothers, TCNs (such as (im) migrants, refugees, undocumented newcomers) and socio-economically disadvantaged ethnic minorities' heterogeneous subgroups with multiple disadvantaged. Seventeenth, the bigger picture and potential benefit of critical thinking, evaluation of policy performance and diversify expertise knowledge are blur and underrepresented on government effective and efficient negotiations at several territorial tiers of COVID-19 resilience building sustainability in the selected entities. Eighteenth, in this policy brief, Austria, Finland, Czechia, and Lithuania 's public policy reform on COVID-19 resilience building in the realm of enabling state-society relational multi-stakeholders

governance, is marked with shortcomings. Nineteenth, a substantial part of the relational corporate governance exempts a well-managed communicative open knowledge sharing for responsive decision to local concern. Twentieth, equally, the weak effective responsiveness of governments to societal consultation and democratic deficits may undermine minorities group of peoples' voices on COVID-19 resilience building policy goals. Moreover, quality and service delivery performances are often not transparent that infringe citizens' participations to manage taxpayers' money. Under these circumstances, public distrust may prevail in public service performance and the core idea of collective responsibilities, autonomy, reduction of exclusion, democratic legitimacy, and the effectiveness and responsiveness of governments' policy goals for sustainable development on COVID-19 resilience building is blurred. Twentieth first, as a matter of fact, the research recommends following policy reforms improvement in this area for marginal adjustments: (i) State-society relations on resilience should be subject to freedom of collective shared-knowledge and open information. Access to relevant information should be made easy (e.g., in different TCNs citizens' languages) and available to the public through well-organized e-government service delivery platform; (ii) Mutual cooperation and partnership between all the government units, migrants' communities, actors, and institutions that provide public services and goods on COVID-19 resilient building should be clearly enforced and nested at several territorial tiers; (iii) Migrant communities should participate in crisis-related resilience policy consultation and policy advice as they are the most affected in COVID-19 pandemic crisis to ensure sustainability, enhance open democracy, and reduce democratic deficit; (iv) Public administrators should commit to cut government spending on consultants, and reinvest, taxpayers' money to rebuild public service capability with permanent jobs and increased staffing. This is good news for open democracy- less corporate interest and more frank and fearless advice to the government; and (v) Trust in government, ethic and value-added standard in COVID-19 resilient building includes (a) standardize open information for transparency (b) data information that is focused, proportionate, relevant, and not too frequently change to the COVID-19 process, and (c) legislation that should set specific working ethics, which include empathy, humility, compassion, honesty, integrity, and fairness to treat contemporary super diversity public service users

In conclusion, the enabling state-society relational multilevel stakeholder governance is decisive not only in public management and administration of tax payers' money that regulates fiscal imbalances and adjust budgetary deficit, but decentralised collective responsibility of the state, the business, and civic sector in service delivery system on COVID-19 resilience building through open shared-knowledge, transparency, and accountability that impact TCNs and ethnic-minorities citizen's crisis and/or shock-related resilience building policy outcomes. Not meeting these goals might not only lead to the lack of public value accountability, corruption, and political inequalities, but may devastate vulnerable people's subjective wellbeing, jeopardize citizen's trust in government and public service performance and impair open democracy on COVID-19 crisis-related resilience building sustainability.

4.2 Summary of all The Included Articles

4.2.1 Articles I-VI: The Roles of Government, Public and Private Agencies

Article I-VI analysis the role play by government, public and private employment agencies in work-related activation programme implementation service to enable young TCIs transition from welfare to all types of work. Regarding the data collection, the qualitative data were collected from twenty-one legislative documents and official authorized reports as case study legislative documents in Austria (eight documents), Finland (seven documents), and Czech Republic (six documents), as well as through short demographic questionnaire survey and interviews with three project workers of each of the selected public and private employment service agencies in Austria, Finland, and the Czech Republic. The legislative documents were Employment Acts regulating foreigners' activities in employment systems and public and private employment service agency's role and activities negotiating work-related activation measures to enable young third country immigrants' transition from welfare to work process. The interviews were conducted in English partly on the premises of the organizations and through telephone (Skype and ZOOM). The interviewees were purposively selected because as project workers, they have expert knowledge on the daily operation of the organization and activation program implementation to young third country immigrant's employment-related transition from welfare to work. Secondary data were also collected for this study through literature reviews, these studies selected public and private

employment service agencies published and unpublished research, and from internet webpages and academia blogs. The documents were analysed through documents and content analysis techniques, meanwhile, the interview and short demographic questionnaire survey were analysed through thematic content analysis techniques.

These studies revealed that first, the government plays an active interventionistic role through public expenditure and regulatory guidelines in work-related activation policy ramifications that mandate provision and subsidized registered unemployed peoples' private activity to enable the young third country immigrant transition (TCIs) from welfare to all types of work. In 2018, for instance, the governments' expenditure of Labour Market Policy (LMP) as a percentage of GDP accounted for 0.75% (Austria), 0.94% (Finland), and 0.31% (Czech Republic) (OECD, 2021) in work-related activation programmes that restructure the economy, finance, and activate registered unemployed jobseekers' increase private involvement to enable young TCIs' transition from welfare to all types of work. This limits the direct role of the government and transforms the role of the state from "less rowing and more steering" (Neil, 2004) in work-related activation programmes implementation that activates registered unemployed individual responsibilities to enable young third country immigrant to work. Second, the finding revealed that the public employment service plays an active interventionistic role as "enablers rather than providers" (Johnson, 1995: 29) disbursing public funds to contract out service from public to private employment service agencies in work-related activation programmes implementation that "provide" registered unemployed jobseekers' services to enable the young TCIs from welfare to all types of work in Austria, Finland, and the Czech Republic (European Commission 2013; Bocl-Schppelwein 2019; Act on the public employment and business service 2012; TE Palvelut 2019; 435/2004 Coll. Act on Employment, dated 13th May; Federal Ministry of Labour, Social Affairs, Health and Consumer Protection 2016/2017). In Austria, for instance, public employment services contract out services from public to external entities-private companies, third-sector organizations, and mixed consortium- in work-related activation program implementation that deliver registered unemployed people employment-related services to enable young TCIs transition from welfare to all types of work (European Commission, 2012). Services are for the benefits of all job seekers rather than a particular group but in favour of other hard-to-place groups and employers (European Commission, 2012; Esien, 2019, 2020). In Finland, public employment

service contract service delivery for young TCIs work's promotion to private companies, third-sector organizations, and other public agencies (European Commission, 2012). Services are targeted to all job seekers instead of a particular group but in favour of long-term unemployed, youth, older, disabled, immigrants/ethnic minorities, and other hard-to-place groups, redundant workers and not employers (European Commission, 2012; Esien, 2019, 2020, 2021). In the Czech Republic, the Labour Office do not work directly with the third sector but signed contracts with mixed consortia that may include third-sector organizations to deliver activation programs (European Commission 2012; Act No. 137 of 14 March 2006 on Public Contracts §10). Services are for the benefits of all job seekers instead of groups but in favour of employers (European Commission, 2012; Esien, 2019, 2020, 2021). Third, these studies revealed that this contracting out “new governance” or “indirect governance” reform from public to private sector change the organization management responsibility for social welfare from central to the local unit of government and from the local unit of government to community-based private agencies (Neil, 2004). This suggests private employment service agencies' significance in the purchasing of work-related activation program implementation contracts that provide registered unemployed people service to enable young TCIs transition to work (Kramer et al., 1993; Esien, 2019, 2020, 2021). Fourth, these studies revealed that private employment service agencies play an active role as “service provider” (Esien, 2019, 2020, 2021; Johnson, 1995) because they reside closer to the people being served and less bureaucratic than public institutions in work-related activation programs implementation that boost registered unemployed people career prospective and employment opportunities needs to enable the young third country immigrant transition from welfare to all types of work (Neil, 2004; Esien, 2019, 2020). Fifth, these studies reveal that by shrinking the role of the government and shifting responsibility for service delivery to private employment service agencies, the latter play an active role as mediating structure in work-related activation programmes implementation that creates a pillow of civil society between the registered unemployed individuals and the government, which softens the power of governments, reinforce the influence of peoples, and ratify the norm of communal life to enable young third-country immigrants to work (Neil, 2004; Esien, 2019, 2020, 2021; Durkheim, 1960; Krauthammer, 1995). Sixth, these studies revealed the following interview response from this study case study public and private employment service agencies' interview: According to BFI, “...the young unemployed people are sent to us from AMS to

provide them with services. Most of the participants are migrants and there are services especially targeted for migrants” (BFI, Linz Austria, Project Worker, 2019). In addition, “I perform different functions in the delivery of services as a Job coach and knows the young people because most of them are children of our community members” (BFI, Linz Austria, Project Worker, 2019). Moniheli’s activities “supports the development of multicultural associations and their cooperation with each other especially in the case of labour market entrance as most of our workers are coming from different non-EU countries with knowledge about the community’s needs and expectation” (Moniheli – Finland, Project Worker, 2019). Moniheli added that “...we advise associations face-to-face, by phone, and by email and we help association act according to the law” (Moniheli, Employee, Project Worker, 2019). Moreover, “...we are mostly job counsellors with migration background that organised adaptive integration courses selected according to client demand that support young third country immigrant’s employment-related activation” (InBaze – Prague, Project Worker, 2019). In addition, “...we promote civic engagement program and discuss with experts from public administration who can pass on their know-how to non-EU immigrants that may support labour market integration process” (InBaze, Employee, Project Worker, 2019). ICP added that “most of our employees consist of non-EU nationals that know how to deal with the clients’ employment issues which support young third-country immigrants labour market integration” (ICP – Prague, Employee, Project Worker, 2019).

The public and private employment service agencies of Austria, Finland, and the Czech Republic roles was found to be one of partnership interdependence “cooperation” (European Commission, 2012; 435/2004 Coll., ACT of 13 May 2004 on employment) at the local level, through the Labour Offices, City Councils, and the Municipalities in work-related activation program implementation to enable young third country immigrants’ transition from welfare to all types of work. “Our cooperation partners include Prague 1 Municipality which sponsors some of our projects (InBaze, Employee, Project Worker, 2019). In BFI, we cooperate with AMS that do the selection and send us the registered unemployed young non-EU immigrants” (BFI, Employee, Project Worker, 2019). In addition, “we cooperate with the Tampere City Council that send us young third-country immigrants’ beneficiaries after assessment” (Moniheli, Employee, Project Worker, 2019). In this regard, the study found that the public and private employment service agencies “cooperate” through the local Employment Offices with

the government in Austria. In Finland, the public and private employment service agencies cooperate with the government through the Tampere City Councils. In the Czech Republic, the public and private employment agencies cooperate with the government through the Prague 1 Municipality. In addition, these studies revealed that the private employment agencies play the contractual role to provide public employment service with information and keep records of their actions in work-related activation programme implementation that activate registered unemployed people to enable young third-country immigrants from welfare to all types of work (435/2004 Coll. ACT of 13 May 2004 on employment). Moreover, the units of responsible administration level in the contract for work-related activation programme implementation agreement are local/regional to enable young third country immigrants' transition to work in Finland, whereas there are central direction and local/regional in Austria and the Czech Republic.

These studies, however, revealed that the outcome of private employment agencies as mediating institutions in work-related activation program implementation that revitalized society may not be assured and trustful for as long as the local private agencies are heavily dependent on government scarce resources, there will be a tension between the extent to which they are serving the interest of the government and the extent to which they are mediating the interests of local consumers to enable registered unemployed young TCIs transition from welfare to all types of work in Austria, Finland, and the Czech Republic (Esien, 2019, 2020, 2021; Krauthammer, 1969; European Commission, 2019; Potůček and Rudolfova, 2016; Wiseman and Gomez-Mejia, 1998) in work-related activation programme implementation that activate registered unemployed people to enable young third country immigrants' transition to work. According to figures from the Public Opinion Research Centre, there has been increasing distrust since “2015 / 6, with 47 % of people overall saying they mistrusted NGOs in 2015, rising to 51 % in 2017 and 53 % in 2018” (Institute of Sociology of the Czech Academic of Sciences, 2019; European Fund-Raising Association, 2019). This has diminished trust in government managerial performance tools and public sector overall quality (Thijs et al., 2017) that does not only regulate and guide private employment service agencies actions and behaviour but mandate work-related activation program implementation provision guidelines that steer registered unemployed jobseekers' pathways trajectories to enable young TCIs transition to work

in the three countries. From 2010 to 2016, for instance, citizens' trust in government fell in Austria (54% to 35%), Finland (49%-40%), and Czech Republic (32% to 27%) (Thijs et al., 2017). This indicates government inefficient use of taxpayers' money in public sector management and public businesses that may jeopardize contracting-out activation program implementation to enable young third country immigrants' transition to work in this study three countries.

The findings reveal some similarities and differences between Austria, Finland, and the Czech Republic regarding government, public, and private employment service agencies roles in work-related activation program implementation to enable the young third country immigrant transition from welfare to work. The main similarity between the government, public and private employment service agencies roles in Austria, Finland, and the Czech Republic was that the government (public spending and regulatory guidelines), public employment services (enablers), and private employment service agencies (service provider and mediating institutions) act as an interventionist in work-related activation programmes implementation that provides services to all registered unemployed job seekers instead of a particular group to enable young TCIs transition from welfare to all types of work. This was because the study found out that in the three countries, these efforts transform the role of the government- less rowing and more steering- that reflect an organizational managerial change in the delivery of social service from public to private sector regarding the decentralized administrative system (Neil, 2004). In contrast, the main differences between the government, public, and private employment service agency's role in Austria, Finland and the Czech Republic in work-related activation program implementation was that, unlike in Austria, where the contract of services delivery in work-related activation program implementation that targets all 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 to enable registered unemployed young TCIs from welfare to all types of work.

In short, the comparative entity's contractual arrangement governance relies on the government (regulator), public employment service (enabler), and private employment service agencies (provider/mediator) interventionistic roles in welfare service delivery. However, there are large-scale irregularities with shortcomings and conflict of interest in the contractual agreement for employment-related programmes environment. These

findings suggest that management increase flexibility and performance to improve quality service in public sectors' performance (Reuta, 2014) but face inadequate administrative capacity in the effective management of contractual agreement to target (Hood, 1991) registered unemployed immigrants public and/or social beneficiaries needs that may mislead, disguise, or confuse participants in contracting out work-related activation programmes service delivery (Barney & Ouchi, 1986; Eisenhardt, 1985). This indicates the tendency to target self-decision making and individual responsibilities with a lack of transparency, efficiency, and solidarity that may infringe public accountability and beneficiaries' eligibility to access public and/or social assistance benefits when looking at issues such as the transition from welfare to all types of work of young TCIs and disadvantage group of people in contracting out work-related activation programs implementation setting.

4.2.2 Article VII-X: Government-Public-Private Relationships

Articles VII-X examines the relationship that public and private employment service agencies have with the government in work-related activation programme implementation to enable young TCIs' transition from welfare to all types of work in this study three countries. Regarding the data collection, the qualitative comparative data collection for these studies was like those of articles I-VI.

The studies found that first, the public and private employment service agencies cooperate with the government in work-related activation programmes implementation that promote registered unemployed people inclusion and social cohesion process to enable young third country immigrants' transition from welfare to all types of work in Austria, Finland, and the Czech Republic (Neil, 2004; Bonoli, 2010; Martin, 2014; Esien, 2019, 2020, 2021). Second, these studies revealed that the public and private employment service agencies cooperate with the government for the creation of numerous initiatives in work-related activation program implementation that increased registered unemployed people work availability to enable the young third country immigrant transition from welfare to all types of work. These initiatives create public employment opportunities, tax credits, wage subsidies, and other financial incentives for private employment service agencies (employers or work providers) in work-related activation program implementation that hires recipients of welfare, disability, and public and/or social assistance benefits to enable young third country immigrants' transition

from welfare to all types of work in Austria, Finland, and the Czech Republic. In 2018, for instance, the governments' expenditures account for 205.496 million euro (Austria), 4576.139 million euro (Finland), and 75.01 million euro (Czech Republic) (Eurostat, 2020) in work-related activation program implementation that creates registered unemployed people direct jobs for employment habits gains to enable young third country immigrants' transition from welfare to all types of work. Moreover, registered unemployed jobseekers in Austria (8.678), Finland (457.139), and Czech Republic (10.594) participated (Eurostat, 2020) in the work-related activation programs implementation that create temporary public works employment opportunities for hard-to-place registered unemployed to enable young third country immigrants' transition to work. Third, these studies revealed that public employment service agrees with private employment service agencies in work-related activation program implementation service delivery that create short term public works to enable young third country immigrants' transition to work. In Austria, participation in public work-related activation program implementation takes place for a minimum of six months and a maximum of one-year public that create short-term standardized employment opportunities for registered unemployed people to enable the young third country immigrant transition to work. Under specific circumstances, this enables rehabilitation participants a minimum of nine months with an extension beyond twelve months that impact the young third country immigrant transition to work. In Finland, participation last for a maximum of ten months and up to one year for disabled people. In the Czech Republic, it is for a maximum of one year with repetition possibilities for beneficiaries and employers (private employment service agencies) (European Commission, 2012) in work-related activation program implementation that creates short-lived employment possibilities to enable young third-country immigrants to work. However, these incentives are short-live which implies that at the end of the public and private employment service agencies public works contract in work-related activation program implementation that create registered unemployed short-term employment opportunities to enable young third country immigrants' transition to work, their participants may become unemployed again (Esien, 2019; 2020; 2021) without access to any permanent source of income (Muqtada, 1989; Dejardin, 1996). This short live public work contract ineffective exercise their function (Zeitlin and Pochet 2005) in work-related activation program implementation that inefficiently transit registered unemployed people into employment systems to enable young third country immigrants' transition from welfare

to all types of work. In addition, eligibility in public work-related activation program implementation depends on specific rules that targeted registered unemployed people (EC, 2012) universal social rights to enable young third country immigrant's transition from welfare to all types of work. These condition in work-related activation program implementation indicates a shift from passive to active policies that target individual registered unemployed peoples' responsibilities over rights which may impair young third-country immigrants' transition from welfare to all types of work (Esien, 2019, 2020, 2021; Neil, 2004)

Fourth, these studies revealed that the government and public employment service grant private employment service (work providers) wage subsidies that hired and recruit hard-to-place registered unemployed welfare, disability, and social assistance beneficiaries' jobseekers to enable young third-country immigrants' transition from welfare to all types of work. In the Czech Republic, for instance, the government offers private employment service agencies (work providers) 80.000 CZK maximum wage subsidies in work-related activation program implementation that create one working place for hard-to-place registered unemployed person to enable young third country immigrants' transition from welfare to all types of work (Act No 435/2004 Coll., on employment; Eurostat, 2013). In Finland, the TE employment office offers private employment service agencies (work providers) wage subsidies grants in work-related activation program that cover pay cost of hiring a hard-to-place registered unemployed person (Act on public employment and business service, 2012; TE-Palvelut, 2019) to enable young third-country immigrants transition from welfare to all types of work. In Austria, the government offer private employment service agencies wage subsidies and other financial grants in work-related activation program implementation that create hard-to-place groups "near market" and/or "fixed-term jobs" or employ people with disabilities (PWDs) for labour market integration to enable young third country immigrants' transition from welfare to all types of work (Bock-Schappelwein, 2019; Federal Ministry of Labour, Social Affairs, Health and Consumer Protection 2016/2017; arbeit plus, 2019; WIFO and Prospect, 2014).

In the year 2017 (see table 4), for instance, the Austrian government spent a total of 0,07 percentage of GDP on employment incentives programs, with the whole 0,7 percentage of GDP earmarked for recruitment incentive schemes in work-related activation programme implementation that work provider (private employment service

agencies) recruit registered unemployed job seekers to enable young third country immigrant transition from welfare to work. In Finland, government public expenditure for employment incentives in 2017 account for 0,08 percentage of GDP for employment programs, with 0,7 percentage and 0,2 percentage earmarked for recruitment incentives and job rotation and job sharing, respectively. In the Czech Republic, the government expenditure for employment incentives in 2017 accounts for 0,03 percentage of GDP, with the whole 0,3 percentage earmarked for recruitment incentives that work providers (private employment service agencies) recruit registered unemployed hard-to-place person to enable young TCIs transition to work. These incentives in work-related activation programs implementation that recruit registered unemployed person increase unemployment opportunities to enable young third country immigrants' transition to work (Esien, 2019, 2020, 2021).

Table 4: Public expenditure for employment incentives as a percentage of GDP and earmarked incentives on Labour Market Programs

	Public Expenditure for Employment Incentives as percentage of GDP											
	EI			RI			EMI			JR and JS		
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
A	0,04	0,05	0,07	0,04	0,05	0,07	0,00	0,00	0,00	0,00	0,00	0,00
FI	0,12	0,10	0,08	0,07	0,06	0,07	0,00	0,00	0,00	0,05	0,05	0,02
CZ	0,12	0,07	0,03	0,12	0,07	0,03	0,00	0,00	0,00	0,00	0,00	0,00
OECD	0,10	0,10	0,09	0,08	0,08	0,08	0,01	0,01	0,01	0,00	0,00	0,00

Extracted and adapted from OECD Stat 2020. Notes: Employment Incentives (EI), Recruitment Incentives (RI), Employment Maintenance Incentives (EMI), Job rotation and Job Sharing (JR and JS)

However, private employment service agencies (employers) perceived the application for wage subsidies as overly bureaucratic, and laborious compared to the related benefits (Yle, 2019) in work-related activation program implementation that infringe hiring possibilities for hard-to-place registered unemployed people to enable young

third country immigrants' transition to work (Esien, 2019, 2020, 2021). Moreover, private employment service agencies noncompliance in work-related activation program implementation legislative regulation that guide hard-to-place registered unemployed hiring process for employment possibilities implies repayment or refusal that may impair registered unemployed young third country immigrants' transition to work.

Fifth, the findings of these studies revealed that public and private employment service agencies cooperate with the government facilitate education and training in work-related activation programme implementation that strengthen registered unemployed people's capacity for work to enable young third-country immigrants from welfare to all types of work (Esien, 2019, 2020, 2021; Neil, 2004; European Commission, 2012; BMASK, 2015; TE-palvelut, 2019; Sozialministerium, 2014; Act No. 435/2004 Coll on employment). In 2016 (see table 5), for instance, in Austria (44,5%), Finland (23%), and Czech Republic (19.0%) individuals participated in non-formal education and training work-related activation program implementation that strengthen registered unemployed people practical skills. Knowledge, and refine their human capital to enable young third country immigrants' transition from welfare to all types of work.

Table 5: Participation rate in non-formal education and training by unemployed persons in Austria, Finland, and the Czech Republic from 2011 to 2016, annually.

	2007	2011	2016
Austria	37.5 %	38.3% (b)	44.5%
Finland	31.3%	28.1%	23.1%
Czech Republic	11.8% (u)	22.8%	19.0%

Eurostat (2020) (u) low reliability; (b) break in series

Furthermore, respondents from the selected public and private employment service agencies in these studies emphasised the following: “Our counselling programs and language courses focus on the education and training of unemployed young third-country immigrants either to acquiring basic skills in a certain profession or by attending an apprenticeship” (Employee, BFI – NGO, Project Worker, 2019). Moreover, “...we are also promoting and raising the social capital of unemployed young third-country immigrants participating in Job coaching through networking and excursions with the participants to different organisations” (Employee, BFI – NGO, Project Worker, 2019) that increase registered unemployed people working possibilities

to enable young third country immigrants' transition to work. "We also provide "body plus" that include excursion and indebtedness counselling" as supportive services (Employee, BFI – NGO, Project Worker, 2019). A BFI Linz employee, emphasize that "...we offer language courses that break the structural and linguistic barriers to reach the targeted group of migrant young people in our program" (BFI employee, Project Work II, 2020). In addition, "We operate young public funded youth centres where young people including non-EU nations could attend cost-free. They can take part in out of school activities or even social counselling on diverse topics. We also go with them to offices, hospitals, and other places to help them through bureaucratic tasks and overcome labour market barriers" (BFI employee, 2020). Moniheli NGO in Finland provides an education program that helps participants set goals aiming for self-confidence: "setting milestone during counselling helps the clients motivation as it would be much easier to focus with short plans". An employee of Moniheli, the case study NGO responded that "...we organized language courses seminars and training that accommodates persons who are unemployed and promote the employment and entrepreneurship of people with a migration background (Project Supervisor, Moniheli NGO, 2020). Tampere City Counsel with MAINIO – Tampere City Migration Info centre in the city of Tampere, which is the case study public employment service agency offers multilingual counselling to young third-country immigrants: "We offer free of charge multilingual counselling and guidance services in sixteen different languages with counsellors and advisor who speak the languages and speak the Finnish language. Young third-country immigrants can ask anything about living or working condition in Tampere. Our multilingual counsellors team assist immigrants in untangling Finnish documents or official correspondence, filling in different legislative forms and job applications, or making phone calls for a doctor. Upon request, our counsellors may agree with beneficiaries beforehand to accompany registered unemployed young third country immigrants on separate visits to run necessary errands in the community" (Employee MAINIO Tampere City Migration Info Centre, 2020). In the Czech Republic, InBaze NGO, "offers intensive Czech languages courses at various levels with conditions to enhance young third country immigrants' languages skills for the labour market and communal life" (Employee InBaze NGO, Project Worker, 2019). ICP also emphasizes that "...we offer Czech language courses for both adults and children that is open for young third-country immigrants with a legal stay in the territory of the Czech Republic for a period exceeding 90 days" (ICP, Project Worker, 2019).

The different targeted counselling focuses on “assessing” job seekers “character, ability, and skills to recommend employment, training, career choice, job vacancies, and placement (Social Service Act No. 108/2006 Coll of March 14, 2006; 435/2004 Coll., Act of 13 May 2004 on employment; MPSV, 2020). However, intensive training in work-related activation program implementation that upgrade the skills of registered unemployed people causes greater initial earning losses and work experiences opportunities are often unpaid (Dyke et al., 2006; Heise and Mayer 2004; Wikijob 2019) which impact young third country immigrant transition from welfare to all types of work. This may infringe young third country immigrant employment-related transition.

Sixth, the findings of these studies revealed that the government in cooperation with public and private employment agencies initiate tax-code reforms in work-related activation programmes implementation that make registered unemployed very low-paid workers work pay to enable young third country immigrants’ transition from welfare to all types of work. In this regard, the governments tax-exempt tools in Austria (Family Allowances), Finland (Family Benefits), and the Czech Republic (Child Tax) in work-related activation programs implementation that help registered unemployed people create new employment avenues enable young third-country immigrants transition from welfare to all types of work (Austrian Income Tax Act, Federal Ministry of Finance, 2018; pwc, 2019; Kela, 2020; Nordic Co-operation, 2020; Act No. 586/1992 on Income Tax; Financni Sprave, 2020; OECD, 2020; Pew 2020; Max & Olivera, 2015). In Austria, for instance, Family allowances tax-exempt payments are paid for children up to the age 18, or up to 24 if still in school, or are people with disability PWDs (up to age 25 under certain conditions) (Pew 2020; Austrian Federal Ministry of Finance, 2020). The allowances are subject to indexation if children live in other EU countries (ibid.). In Finland, the government Family allowances pay various benefits to families with children if the family is covered by the Finnish security system and the benefit eligibility depends on a permanent resident in Finland, EU or EEA citizens or their family members that move to work in Finland (Kela, 2020; Nordic Co-operation, 2020). In the Czech Republic, the government regulates Child Tax Credit in work-related activation programs implementation that additionally finance registered unemployed jobseeker with their families new employment avenues (OECD, 2020) to enable young-third country immigrants transition from welfare to all types of work, Moreover, the

Czech Republic government offers a deduction for placing a child in a pre-school facility (actual provable expenses up to the annual limit of CZK 14, 600 for 2020) that assist registered unemployed people in work-related activation measures to enable registered unemployed young third country immigrants' transition from welfare to work. In addition, the Czech Republic government's disability tax credit and student tax credit (Pwc, 2020; OECD, 2020) additional support beneficiaries in work-related activation program implementation that assist registered unemployed jobseekers ensure a decent standard of living to enable young third country immigrant transition from welfare to all types of work, In 2015, the family benefit transfer in cash (1.96% in Austria and 1.5% for the Czech Republic,) significantly outweighs transfers in kind (0,69% in Austria and 0,54% in the Czech Republic) (OECD, 2020) that impact registered unemployed people in work-related activation program implementation to enable young third country immigrants' transition from welfare to all types of work. The only exception was Finland, which disbursed more family benefits in kind (1,7%) than in cash (1,5%) that impact registered unemployed people households and income poverty in work-related activation program implementation to enable young third country immigrants' transition to work (Marx and Olivera, 2015). However, access to tax credits depends on the specified test frame in the internal revenue code (Marron, 2011) that may infringe registered unemployed beneficiaries' social rights in work-related activation program implementation to enable young third country immigrants' employment-related transition. Similarly, government great deal of public spending in work-related activation program implementation that finance registered unemployed people new employment avenue is hidden under tax code in the form of credits that seem like the government let taxpayers keep their own money but are spending in disguise (ibid) and claw back taxes (Neil, 2004). This conditionality deemphasized universal income maintenance and emphasized on responsibilities over rights to access benefits in work-related activation program implementation that may impair young third country immigrants' transition from welfare to all types of work.

However, the findings revealed some similarities and differences between Austria, Finland, and the Czech Republic regarding government, public, and private employment agencies work-related activation measure implementation to enable the young third country immigrant transition from welfare to all types of work. The main similarity in Austria, Finland, and the Czech Republic between the public and private employment

service agencies with the government was that of cooperation to intervene, finance, enable, provide, and facilitate a mix of education, training, tax-exempt, and other financial conditional subsidies in work-related activation program that help registered unemployed overcome employment-related tangible barriers to enable the young third country immigrant transition to all types of work. This was because, in the three countries, the government public spending subsidises private employment service agencies (employer) in work-related activation program implementation hiring of all hard-to-place registered unemployed jobseekers to enable young third-country immigrants from welfare to all types of work. In contrast, the main difference between the government, public, and private employment service agencies relationship is that unlike in Finland, the government in Austria and the Czech Republic partnership cooperation in work-related activation program implementation offers private employment service agencies (work provider) wage subsidies earmarked for recruitment incentives that increase and strengthen all hard-to-place registered unemployed people availability and capacity for work to enable young third-country immigrants transition from welfare to all types of work. Meanwhile, in Finland, the partnership cooperation offers private employment service agencies wage agencies earmarked for recruitment incentives, job rotation, and job sharing in work-related activation program implementation that increases registered unemployed people availability of work to enable the young-third country immigrant transition from welfare to all types of work. Thus, these studies concluded that although Austria, Finland, and the Czech Republic are three European Union Member States countries with conditional welfare regimes, their public and private employment service agencies with government corporate relational regulatory administrative tool in work-related activation program implementation slightly differ that hires and recruits all registered unemployed recipients of welfare, disability, and social assistance benefits to enable the young third country immigrant transition from welfare to all types of work.

4.2.3 Article XI-XVI: Challenges and How to Overcome.

Lastly, XI-XVI analyse the challenges confronting the government, public, and private employment service agencies in work-related activation programmes implementation to enable the young third country immigrant transition from welfare to all types of work in Austria, Finland and the Czech Republic, and how these challenges confronting the

government, public and private employment service agencies in the delivery of work-related activation programs to enable young third-country immigrants transition to work in Austria, Finland and the Czech Republic could be overcome. As articles I-X, the methodology and methods were alike to collect, analyse, and interpret the empirical data.

The findings of these studies revealed that (1) the government, public and private employment service agencies were confronted with workforce recruitment challenges because private employment service agencies sign short-lived relief state-funded subsidies in public work-related employment program implementation depend upon part-time jobs that selective target hard-to-place registered unemployed people which may not always translate into gaining control over one's life to enable young third-country immigrant transition from welfare to all types of work (Muqtada, 1989; Dejardin, 1996; Esien, 2019, 2020, 2021). In Austria, for instance, participation in public work-related activation program takes place for a maximum of one year and only under specific circumstances, this enables rehabilitation participants a minimum of nine months with an extension beyond twelve months. In Finland, participation last for a maximum of ten months and up to one year for disabled people. In the Czech Republic, it is for a maximum of one year with repetition possibilities for beneficiaries and employers (private employment service agencies) (European Commission, 2012). In addition, participants' job placement chances after the short-live relief programs are often the same as or worse than those of nonparticipation (Vodopivec, 2004; Fretwell et al., 1999) that may impair young third country immigrant transition from welfare to all types of work; (2) Funding challenges, because private employment service agencies (work provides) perceived the funding application design and administration of employment subsidies programs as overly bureaucratic, laborious, and with refund conditionality compared to related benefits (European Commission, 2012; Yle, 2019; Serano-Pascual; Esien, 2019, 2020, 2021) in work-related activation programs implementation that assist registered unemployed people to enable young third-country immigrants transition from welfare to all types of work in Austria, Finland and the Czech Republic. In the Czech Republic, for instance, employment-related incentive transfer to employer (private employment service agencies) less than 25 years accounted to 210.046 million Euro in 2015, but this decreases to 129.498 million Euro in 2016, and drastically fell to 59.622 Million Euro in 2017 and 59.243 Million Euro in 2018,

conservatively (European Commission, 2020); (3) capacity building challenges, because the governments, public, and private employment service agencies conditional welfare reforms in work-related activation programme implementation replace passive income support to active measures that target individual responsibilities over rights, but to balance right to responsibility on diverse obligations challenge the governance and private employment service agencies (work providers) efforts getting all hard-to-place registered unemployed people in work-related activation program implementation depends on jobs that may not always translate into gaining employment to enable young third country immigrants transition from welfare to all types of work (Neil, 2004; Whiteford, 2013; Neil & Gilbert, 1989; Kalish, 1991; OECD, 1989; Federal Ministry of Labour, Social Affairs, Health and Consumer Protection- BMAGSK, 2018). These procedures imposed fewer generosity benefits to enable young third country immigrants' transition from welfare to all types of work; (4) Data stabilization challenges, because in work-related activation programme implementation monitoring data reproduce data estimation with misleading information to enable young third country immigrants' transition from welfare to all types of work. In the Czech Republic, for instance, because of the long-term changes in monitoring systems the relevant data about foreign total employment and number of unfilled vacancies for recent years are available, but when using them, the table would be misleading (ibid: 2015: 29).; (5) mediating challenges, because the outcome of private employment service agencies as mediating institution in work-related activation program implementation that revitalized society may not be assured for as long as the local private agencies are heavily dependent on government scarce resources, there will be a tension between the extent to which they are serving the interest of the government and the extent to which they are mediating the interests of local consumers to enable registered unemployed young TCIs transition from welfare to all types of work in Austria, Finland, and the Czech Republic (Esien, 2019, 2020, 2021; Krauthammer, 1969; European Commission, 2019; Potůček and Rudolfova, 2016; Wiseman and Gomez-Mejia, 1998) in work-related activation programme implementation that activate registered unemployed people to enable young third country immigrants' transition to work. According to figures from the Public Opinion Research Centre, there has been increasing distrust since “2015 / 6, with 47 % of people overall saying they mistrusted NGOs in 2015, rising to 51 % in 2017 and 53 % in 2018” (Institute of Sociology of the Czech Academic of Sciences, 2019; European Fund-Raising Association, 2019); (6) Trust challenge, because of decreasing public

sector overall quality in the delivery of public care in work-related activation programme implementation to enable young third country immigrants' transition from welfare to all types of work. From 2010 to 2016, for instance, citizens' trust in government fell in Austria (54% to 35%), Finland (49% to 40%), and the Czech Republic (32% to 27%) (Theijns et al., 54-55). This has diminished trust in government managerial performance monitoring tools and public sector overall quality (Thijs et al., 2017) that does not only regulates and guide private employment service agencies actions and behaviour but mandate work-related activation program implementation provision guidelines that steer all hard-to-place registered unemployed jobseekers pathways trajectories to enable young TCIs transition to work in the three countries; (7) Shared-knowledge challenges, because the lack of open information and bureaucracy in subsidies application and laborious administration reduces multi-stakeholders and diversified citizens participation in work-related activation programmes implementation that brings together different unemployed people or communities across territorial tiers, scales, and/or sectors (Djalante et al., 2011) to enable young third-country immigrants transition from welfare to all types of work. In the Czech Republic, for instance, there is a relatively low score (fourth quintiles) in the overall ranking of digitalization and service delivery capacity and performance that indicates restrictive government information with clearly less accessible to the public (Thijs, et al., 2017: 48). This selective knowledge-sharing may target the multi stakeholder's interdependence partnership cooperation (Jessop, 2015) and decrease the likelihood that new ideas from outside the public sector are brought to the attention of the government (Politt & Bouckaert, 2017; Thijs et al., 2017; Jessop, 2015; Esien, 2019, 2020, 2021) in work-related activation program implementation that targets all hard-to-place registered unemployed people's behaviour for employment possibilities to enable young third-country immigrants transition from welfare to all types of work. This policy output may selectively target access to information and impair young third-country immigrants' transition from welfare to all types of work in Austria, Finland, and the Czech Republic.

The main suggestion regarding how these challenges could be overcome was that the Governments, public, and private employment services agencies of Austria, Finland, and the Czech Republic should broaden the new social protection multilevel stakeholders governance administration institutional settings for the unemployed with freedom of collectively shared-knowledge and open information, a collaborative

partnership between all relevant employment-related actors, institutions, and agencies (government, public, market, and civic sectors, religious organisations, migrants communities, multicultural disability groups, etcetera), and commitment. Moreover, to rebuild trust in government and ethical value-added standard in young people transition from welfare to work through legislation that should set specific policy design and implementation ethics, which include empathy, humility, compassion, honesty, integrity, and fairness to treat contemporary super-diversity public service users and impact young third-country immigrants' transition from welfare to all types of work. In short, the study found that the main similarity between the three countries was that the government and organisations were faced with workforce recruitment challenges in work-related activation programme implementation to smoothly bring young TCIs from welfare to all types of work. Meanwhile, the main difference was that the distrust in government overall public sector quality performance was higher in Austria (17%) than in Finland (9%) and Czech Republic (5%) that administer in that administer 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. Thus, these studies concluded that although Austria, Finland, and the Czech Republic are European Union countries that selective target labour market performance, they differ in some ways in the challenges confronting the governments, public, and private employment service agencies in work-related activation program implementation that facilitate all hard-to-place registered unemployed people labour market inclusion to enable young third country immigrants transition from welfare to all types of work.

4.2.4 Overall Articles Findings Conclusion

Overall, the findings of this study reveal that the government-subsidized private activity redesigned and reshape the social protection system institutional setting for unemployed people in work-related activation programs implementation that support all hard-to-place registered unemployed job seekers and ensures social cohesion to enable young third country immigrants' transition from welfare to all types of work. The government and public employment service signed a contractual relational corporate agreement and delegate private employment service agencies to provide a mix of education, training, childcare supportive service, with mandatory work requirements. These employment

incentives in work-related activation programmes implementation that train, recruit, and make all hard-to-place registered unemployed people's work pay enable registered young third-country immigrant transition from welfare to all types of work. However, benefit eligibility depends on the government's specific test and condition that regulate, and mandate private employment service agencies work provision in work-related activation program implementation that delivers all hard-to-place registered unemployed employment-related services to enable young third country immigrants' transition to work. Noncompliance implies sanction and even refusal of work-related activation program implementation subsidies that recruit all hard-to-place registered unemployed people for labour market integration to enable young third country immigrants' transition from welfare to all types of work. These findings revealed that in general, the government spent, regulates, and mandate state-funded subsidies in work-related activation programmes implementation that assign private employment service agencies to provide service delivery for all hard-to-place registered unemployed people social inclusion to enable young third-country immigrants transition from welfare to all types of work in this dissertation selected entities, but the state-funded subsidies application design and administration are overly bureaucratic (European Commission, 2012) with asymmetry power (Serano-pascual, 2013; Salais et al., 1986; Topalove, 1994, Esien, 2019, 2020, 2021) and conditionality (Potter & Dornan, 2013; European Commission, 2012, Bonoli, 2010, Martin, 2014) to assist the unemployed. These procedures and policy process of conditionality deemphasized universal passive income support as social rights to the unemployed and emphasized selective targeting utilitarian work-related active policies and individual responsibilities (Neil, 2014) as a treatment to poverty (Fretwell et al., 1999) in terms of stimulating employment and managing other responsible behaviour (Neil, 2004) based on reciprocity norm (Bauman 1998; Mead, 1987; Franssen, 2003; Schram, 2000; Serrano Pascual, 2003; Vecernik, 2006). One possible reason could be the governments' emphasis on recipients to behave like responsible citizens might be the result of a shift in the nature of the problem being tackled where rather than being a fight against poverty, it is, now above all a fight against (welfare) dependency. The outcome point to a move toward the recommodification of labour and neoliberal work-related activation measure strategies in a time of austerity policy reforms that target benefits that target individual responsibilities and labour market performance. This is relevant because it reflects a pivotal shift in the conventional welfare-state discourse based on a social-democratic

universal model that disburses welfare benefits to everyone as a social right to enabling state neoliberal selective targeting means-tested work-related activation governance which dispense benefits according to financial need and reduces overall spending that may undermine young third-country immigrants labour market upward mobility, impair vulnerable people's participation, penalize belongings, jeopardize social cohesion, sustainable public finance, and open democratic values.

In the next chapter, the author of this dissertation presents the findings and conclusions to understand the phenomenon and the answer to the research question.

5 FINDINGS AND CONCLUSIONS

This dissertation study aimed to find out how young third-country immigrants' transition from welfare to all types of work takes place in Austria, Finland, and the Czech Republic and what was the role of their employment services in work-related activation programmes implementation to smoothing this process. In addition, the contribution of this dissertation is as follows: First, this research offers an insight and in-depth generating knowledge through several publications with findings' dissemination at national and international conferences and public spaces to policy makers, practitioners, and researchers in area of employment-related activation measures to enable young third country immigrant's employment-related transition; Second, from the insights and in-depth generating knowledge offered by this research, practitioners, policymakers, and researchers with other beneficiaries will get a better understanding of activation policy implementation from public and private employment-related agencies particularly in Austria, Finland, and the Czech Republic, which may help them to overcome the underrepresented knowledge in this area of research; Third, this investigation contributes to existing third country national research on the role of the enabling or active state, public and private employment-related actors in general and detail, on the role of public and private employment-related service agencies involved in the implementation of activation measures to promote and enable

young third country immigrant labour market participation in Austria, Finland, and the Czech Republic; Fourth, the local, regional, and national policy makers in Austria, Finland, and the Czech Republic could benefit in the findings of this research, for the formulation of better policies for public and private employment-related service agencies involved in the implementation of employment-related activation measures to enable young third country immigrants of the three countries; Fifth, since this research represents an initial attempt to find out the role of public and private employment-related service agencies in the implementation of activation measure in Austria, Finland and the Czech Republic to enable young third country immigrant's transition from welfare to all types of work, I hope that this investigation's contribution will extend the boundaries of findings in this area of research. Furthermore, I equally hope that the contribution of this research would stimulate further study in third-country national research and employment-related activation policy measures implementation in enabling state multi actor's collaborative governance setting. It is vital to be assured that the outcome of this research offers other observations and approaches of the researcher about the implementation and governance of activation policy measures to enable young third country immigrant participation in the society as active members. Against this backdrop, I sum up that the most important contribution of this research is not the achievement, but the contribution to enable pathways for further research in young third-country national research considering the distinctiveness of this heterogeneous group's sub-category for a target or tailored specific enabling policy approach to enrich the real community and foster social cohesion.

For purposes of this study primary data were collected through a triangulation of Legislative Documents, Official Authorized Reports, interviews, and a short demographic survey. In addition, AMS and BFI organizations 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 in Prague were selected for data collection in Czech Republic. The focus of this study was to find the roles played by the case study governments, public and private employment service agencies in the delivery of work-related activation program to enable young third-country immigrants transition from welfare to all types of work in Austria, Finland and Czech Republic, to review and find all relevant existing relationships between the public and private

employment service agencies and the Governments of Austria, Finland and Czech Republic, to investigate the challenges the government, public and private employment service agencies in the implementation 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 faces, and fourth to find how this challenges confronting the government, public and private employment service agencies in the implementation of employment-related activation programs to enable young third-country immigrants transition from welfare to work in Austria, Finland and the Czech Republic could be overcome to make work pay. This study has also reviewed activation mode of operation and enabling state market-oriented model as new decentralised performance managerial governance in public service reforms to target individual responsibilities and labour market performance. Has also summarized the sixteen articles included in this study. Hence, this subsection of the dissertation summarizes the main findings of the dissertation with a focus on the role played by the government, public, and private employment service agencies in work-related activation programmes implementation to enable young third country immigrants' employment-related transition from welfare to all types of work in Austria, Finland, and the Czech Republic.

5.1 Governments, Public and Private Employment Service Agencies in Changing Organizational Management Responsibility for Social Welfare Setting to enable Young Third-country Immigrants' transition from Welfare to all types of Work.

The growing social problems in Austria, Finland, and the Czech Republic such as young third-country immigrants finding paid employment and the difficulty of finding solutions to them have created a major trend in public service reform for multilevel actors like the government, Public Employment Services, and private employment-related service agencies to play a role (Butt and Palmer, 1985). Owing to the low administrative capacity problem that prevails in government and public employment service performance management of public business (Lember, 2004; Nemeč et al., 2005; Tönnisson and Randma-Liiv, 2008; Berle and Means, 1932), their role in integrating marginalized groups of people has not been remarkably effective (see Esien 2019; 2020). Private employment agencies, on the other hand, are comparatively effective, to meet the need of their consumers and less bureaucratic than public institutions, but face a conflict of interest mediating the needs of disadvantaged groups

of people, bounded rational and opportunist in their action because of their desire to pursue self-interest and maximise profits instead of public interest (Potůček and Rudolfova, 2016; Wiseman and Gomez-Mejia, 1998; Esien, 2019, 2020, 2021; Krauthammer, 1969; European Commission, 2019; Potůček and Rudolfova, 2016; Wiseman and Gomez-Mejia, 1998; Potůček and Rudolfova, 2016; Wiseman and Gomez-Mejia, 1998). Thus, this situation calls for a “new governance” reform from the public to the private sector with alternative actors and institutions change the organization management responsibility for social welfare from central to the local unit of government and from the local unit of government to community-based private agencies (Neil, 2004). This would be able to reach the target groups of people in work-related activation programme implementation that create registered unemployed employment possibilities to enable young third country immigrants’ transition from welfare to all types of work. In Austria, Finland, and the Czech Republic, the government has come to recognise private employment agencies as “service providers” (Jonson, 1995) and “significant” “cooperation partners” (Kramer et al., 1993; Esien, 2019,2020,2021) in the implementation of work-related activation programme implementation to enable young third-country immigrants transition to all types of work, and due to this corporate “new governance” or “indirect governance” the roles of Governments and public employment institutions have changed, and those of private employment agencies have increased in the areas of welfare service delivery. Nevertheless, the roles of Governments, public and private employment agencies in Austria, Finland, and the Czech Republic are diversified because of the context of the problem that they must seek for solutions. Governments play an “active interventionistic” role through “public expenditure” and “regulatory guidelines” in work-related activation policy ramifications that “mandate provision” and state-funded subsidized registered unemployed people’s private activity to enable young third country immigrants’ transition from welfare to all types of work. The public employment service plays an active interventionistic role as “enablers”, “performance monitor”, controller” etcetera, meanwhile private employment service agency plays an active interventionistic role as “service provider” and “mediating institution” in work-related activation programme implementation that promotes social inclusion to enable young third country immigrants’ transition from welfare to all types of work in Austria, Finland, and the Czech Republic.

In Austria, Finland, and the Czech Republic, the move from public to private responsibility can be attributed to several factors: First, since the 2007-2008 economic crisis, Governments face budgetary pressure and financial burden that created a huge number of socio-economic problems in the three countries has encouraged government spending and transformation of the welfare state with space for the intervention of private employment service agencies (Neil 2004) in work-related activation program implementation that provides all registered unemployed people employment-related services to enable the young third country immigrant transition from welfare to all types of work. Second, the change in the national welfare and employment strategies through which Governments of Austria, Finland, and the Czech Republic have come to recognized a wide range of competitive multiple independent private employment service agencies (such as NGOs) as interdependence cooperation partners, has also encouraged the participation of many people in the implementation of work-related activation program implementation through private employment service agencies (European Commission 2012; Gesine, 2016) that limit the direct role of the government from “less rowing and more steering” and enhance individual autonomy to enable young third-country immigrants transition from welfare to all types of work. Third, by “shrinking the role of the government and shifting responsibility for service delivery to private employment service agencies”, the latter play an “active role as mediating structure” in work-related activation programmes implementation that creates a pillow of civil society between the registered unemployed individuals and the government, which softens the power of governments, reinforce the influence of peoples and ratify the norm of communal life to enable young third-country immigrants to work (Neil, 2004; Esien, 2019, 2020, 2021; Durkheim, 1960; Krauthammer, 1995). As a result, several registered unemployed young third country immigrants’ welfare, disability, and public/social assistance beneficiaries in work-related activation programmes implementation have become “employed”, “gain integration”, “received employment system help” and “profit from integration and language courses” such as in BFI – Linz, InBaze, ICP, and Moniheli’s state-subsidized temporary work opportunities (Moniheli, Employee, Project Worker, 2019; BFI, Employee, Project Worker, 2019; ICP, Employee, Project Worker, 2019; InBaze, Employee, Project Worker, 2019).

However, in Austria, Finland, and the Czech Republic, the roles of private employment-related service agencies as corporate partners of the government and public employment

services face challenges in the realm of Government employment policies because the outcome of private employment agencies as mediating institutions in work-related activation program implementation that revitalized society may not be assured and trustful for as long as the local private agencies are heavily dependent on government scarce resources, there will be a tension between the extent to which they are serving the interest of the government and the extent to which they are mediating the interests of local consumers to enable registered unemployed young TCIs transition from welfare to all types of work in Austria, Finland, and the Czech Republic (Esien, 2019, 2020, 2021; Krauthammer, 1969; European Commission, 2019; Potůček and Rudolfova, 2016; Wiseman and Gomez-Mejia, 1998). According to figures from the Public Opinion Research Centre, for instance, there has been increasing distrust since “2015 / 6, with 47 % of people overall saying they mistrusted NGOs in 2015, rising to 51 % in 2017 and 53 % in 2018” (Institute of Sociology of the Czech Academic of Sciences, 2019; European Fund-Raising Association, 2019). Therefore, in the presence of this conflict of interest, a plethora of private employment service agencies in Austria, Finland, and the Czech Republic ineffective exercise their function to defuse social unrest and complexity political crisis-management (Zeitlin and Pochet 2005). In this regard, some of the main policy shortcomings for the emergence of a plethora of private employment agencies in the new governance as partners in unemployed registered peoples’ transition from welfare to all types of work in the comparative entities are first, some of the private employment agencies in the three countries are guided by service delivery in work-related activation program implementation short-term contract for welfare approach, rather than by long term contract model. This implies that at the end of service delivery, short-term contract, their participants may become unemployed again. Hence, this challenges all hard-to-place unemployed registered beneficiaries in work-related activation program implementation that create short-term jobs to the enable young third country immigrant to work.

Second, there is a diminishing and “lack of trust in government managerial performance” tools and public sector overall quality (Thijs et al., 2017) that does not only regulate and guide private employment service agencies actions and behaviour but mandate work-related activation program implementation provision guidelines that steer registered unemployed jobseekers’ pathways trajectories to enable young third-country immigrants transition from welfare to all types of work in the three countries. From

2010 to 2016, for instance, citizens' trust in government fell in Austria (54% to 35%), Finland (49%-40%), and Czech Republic (32% to 27%) (Thijs et al., 2017). In this vein, since, the public employment service in the selected entities play an active role as "enablers" in work-related activation program implementation who subsidize private employment service agencies create public employment opportunities to enable young third-country immigrants transition from welfare to all types of work the tendency of diminishing trust indicates government inefficient use of taxpayers' money in public sector management and public businesses that may jeopardize contracting-out work-related activation program implementation to enable young third country immigrants' transition from welfare to all types of work in this study three countries.

This subsection has looked at the government, public, and private employment service agencies in changing organizational settings. It argues that private employment service agencies are the change-maker as a "service provider" and "mediating institution" connecting the state with the community to restore inclusion that assists registered unemployed young third country immigrant's employment-related transition. The subsection looks at the government, public and private employment service agencies, and work-related activation program implementation policy implication to enable young third country immigrants' transition from welfare to all types of work in Austria, Finland, and the Czech Republic.

5.2 Government, Public and Private Employment Service Agencies in Work-related Activation Programmes Implementation and Policy Implication to enable Young Third-country Immigrant's transition from Welfare to all types of Work.

The role of this study selected governments, public and private employment service agencies in enabling the young third-country immigrant transition from welfare to all types of work and the implication of activation measures of Austria, Finland, and the Czech Republic offers a mixed picture because the multi actors# organizations practice a targeting benefits model. The targeting benefits approach rely on the fact that public and private employment service agencies must target mainly welfare, disability, and public assistance beneficiaries labour market performance and individual responsibilities. The claimants include "long-term" jobseekers, migrants, and young third-country immigrants. Unemployed young third-country immigrants in this study are

non-EU nationals within the meaning of Art 20(1) of the Treaty on the Functioning of the European Union (TFEU) (EUR-Lex, 2012) who voluntarily and legally move to one of the European Union member states with visas and residence permits (European Union, 2008). They are people who face several barriers to get into work and need case management (such as job counselling, job coaching, career advice) assistance. The targeting of mainly registered unemployed people from disadvantaged groups through the selected private employment agencies in Austria, Finland, and the Czech Republic is connected to the interdependence and partnership cooperate agreement which the organizations have with the government through the local Employment Offices (Act on Employment, 435/2004 Coll. Dated 13th May 2004, Section 104 (1)). Similarly, in Czech Republic the case study private employment agency (InBaze) also practices a “target group” approach on “Czech language course” (InBaze, 2020) implementation to registered unemployed young third-country immigrants, although this is marginal compared to the selected private employment service agencies in Austria and Finland.

As an interventionist, this dissertation selected Governments, public and private employment agencies “spend”, “regulate”, “enable”, “provide service”. mediate” and deliver work-related activation program such as education and training programs to registered unemployed welfare beneficiaries. Private agencies also employed people with disabilities (PWDs) and long-term registered unemployed welfare beneficiaries from groups who face multiple disadvantaged in public work programs. Hence, the implication of private employment service agencies’ role as “service provider” and “mediating institution” offers efficient input and value-added knowledge in the formulation and design of targeted work-oriented activation policies for private employment agencies and effective development of future Government-public-private relational corporate multi actors governance in Austria, Finland, and the Czech Republic. Moreover, the implication of the private employment service agencies roles also offers useful information to assess quality service performance, efficiency, and effectiveness of the organization’s actions and activities, regarding public/social assistance employment-related service delivery which impacts young third country immigrants’ transition from welfare to all types of work in Austria, Finland, and Czech Republic. Overall, Governments, public and private employment service agencies in Austria, Finland, and Czech Republic are heavily influence through the institutional

setting of the selected countries employment-related legislative acts that regulates disadvantaged people employment-related transition from welfare to all types of works.

5.2.1 Boosting Human Resources

The private employment service agencies in Austria, Finland and the Czech Republic have attachment with vulnerable, socio-economically disadvantaged people, socially excluded ethnic minorities groups of people, non-EU nationals, and young third-country immigrants and in this light, they “know the young people because most of them are children of our community members” and may better understand “community’s needs and expectation” as “most of the employees consists of non-EU nationals”. Therefore, they “know how to deal with clients’ boost employment opportunities” and also motivate “young third country immigrants participate in the labour market” (BFI, Employee, Project Worker, 2019; Moniheli, Employee, Project Worker, 2019; ICP, Employee, Project Worker; InBaze, Employee, Project Worker).

Thus, the Governments of Austria, Finland, and the Czech Republic have come to recognize private employment service agencies as cooperation partners in “service provision” and as “mediating institutions” in work-related activation program implementation that hire and recruit all hard-to-place registered unemployed people to enable young third-country immigrants from welfare to all types of work in Austria, Finland, and the Czech Republic. In the Czech Republic, for instance, the government offers private employment service agencies (work providers) 80.000 CZK maximum wage subsidies in work-related activation program implementation that create one working place for hard-to-place registered unemployed person to enable young third country immigrants’ transition from welfare to all types of work (Act No 435/2004 Coll., on employment; Eurostat, 2013). In Finland, the TE employment office offers private employment service agencies (work providers) wage subsidies grants in work-related activation programs that cover pay cost of hiring a hard-to-place registered unemployed person (Act on public employment and business service, 2012; TE-Palvelut, 2019) to enable young third-country immigrants transition from welfare to all types of work. In Austria, the government offer private employment service agencies wage subsidies and other financial grants in work-related activation program implementation that create hard-to-place groups “near market” and/or “fixed-term jobs”

or employ people with disabilities (PWDs) for labour market integration to enable young third country immigrants' transition from welfare to all types of work (Bock-Schappelwein, 2019; Federal Ministry of Labour, Social Affairs, Health and Consumer Protection 2016/2017; arbeit plus, 2019; WIFO and Prospect, 2014). Moreover, in the year 2017, for instance, the Austrian government spent a total of 0,07 percentage of GDP on employment incentives programs, with the whole 0,7 percentage of GDP earmarked for recruitment incentive schemes in work-related activation programme implementation that private employment service agencies (work-providers) recruit all hard-to-place registered unemployed job seekers to enable young third country immigrant transition from welfare to work. In Finland, government public expenditure for employment incentives in 2017 account for 0,08 percentage of GDP for employment programs, with 0,7 percentage and 0,2 percentage earmarked for recruitment incentives and job rotation and job sharing, respectively. In the Czech Republic, the government expenditure for employment incentives in 2017 accounts for 0,03 percentage of GDP, with the whole 0,3 percentage earmarked for recruitment incentives that private employment service agencies recruit registered unemployed hard-to-place person to enable young TCIs transition to work. These incentives in work-related activation programs implementation that private employment service agencies create public works employment and recruit all hard-to-place registered unemployed person in Austria, Finland and the Czech Republic increase employment opportunities to enable young third country immigrants' transition to work (Esien, 2019, 2020, 2021). Hence, through the creation of public work employment, some young third-country immigrants in work-related activation programs have found paid work and standardized part-time employment. On the other hand, private employment agencies in Austria, Finland, and the Czech Republic, facilitate education and training in work-related activation program implementation that “promote and raise the social capital of unemployed”, increase people working conditions”, and “organise language courses, seminars to promote entrepreneurship” that “boost human resources” according to the private employment service agencies to enable young third country immigrants' transition to work (InBaze, Employee, Project Worker, 2019; BFI, Employee, 2020; Moniheli, Employee, Project Worker, 2020). In 2016, for instance, in Austria (44,5%), Finland (23%), and Czech Republic (19.0%) individuals participated in non-formal education and training work-related activation program implementation that strengthen registered unemployed people practical skills. Knowledge, and “refine their human resources” to enable young

third country immigrants' transition from welfare to all types of work. In addition, the government in Austria, Finland, and the Czech Republic also boost human resources to help young third-country immigrants in work-related activation program implementation surmount tangible obstacles to employment. As a result, in 2015, the government family benefit transfers in cash (1.96% in Austria, 1.5% in the Czech Republic, and 1,5% in Finland) make work pay to registered unemployed people in private employment service agencies work-related activation programs implementation to enable young third county immigrants' transition to work (Max & Olivera, 2015; Eurostat, 2020. Esien, 2019, 2020, 2021)-

In short, the findings suggest that the private employment service agencies refine the human resources in work-related program implementation that strengthen registered unemployed people practical skills to enable young third country immigrants' transition from welfare to all types of work. Refining human resources development helps to boost young third country immigrant capacity for work. Capacity building enhances resilience and employability aspect for self-reliance and to sustain life-related crisis in case government disburse fewer benefits or cut funding, grants or any financial assistance. Lastly, self-reliance and upskilling raise the level of motivation, self-esteem, and confidence to adapt to different forms of malaise.

5.2.2 Gendered Role Reinforced.

The findings of this study revealed that the selected private employment-related agencies in Austria, Finland, and the Czech Republic play a pivotal and active role in the promotion of gender equality not only by employing several women in the organizations. For instance, “almost 60%” of the selected private employment agency (BFI – Linz) were “women” (BFI, Employee, Project Worker, 2020). In addition, most of the respondents of the selected public and private employment agencies in Austria and Finland were “women”. Several respondents of the selected private employment agency in the Czech Republic were “women” and there are also “non-EU national” who understand clients' needs in work-related activation programme implementation. This is a significant percentage with the consideration that disadvantaged (third-country nationals) women are more likely at risk of poverty and hard-to-place in the

employment system than men (EFILWC). From the interviews of the organizations and observations, the high rate of women employed in those organizations indicates the availability of jobs framed and design for the women workforce. Most of the employees in the organizations, for instance, delivering targeted “language courses, diverse counselling, and/or cooking training course were women” (InBaze, Employee, 2019; BFI, Employee, Project Worker, 2019)

Hence, the organizations contribute to enhancing the general status of (TCIs) women and improve their labour market participation. Moreover, the private employment service agencies empower women and contribute to the social integration process. In addition, the organization contribute to the negotiation of work-life balance that helps (TCIs) women to become employable. In the 2017/2018 school year, for instance, 57% of children aged 6-11 in the Czech Republic attended after-school centres (Eurofound, 2020). This program enables the family to arrange family and work especially (lone) mothers to take work. Regarding the interviews, some women work in the organisation as volunteers. About their involvement in the public business as volunteers, the women acquire professional skills that may translate into a job. Overall, the implication of the private employment agencies may contribute to policymaking, formulation, and processing etcetera in Austria, Finland, and the Czech Republic.

5.2.3 Disability-inclusive Targeted Society Reinforced.

The findings revealed that the governments, public and selected private employment agencies in Austria, Finland, and the Czech Republic play an active role in the provision and implementation of disability benefits, disability-specific assets and/or disability-targeted programs. This address “disability-specific concerns such as the need for rehabilitation and assertive devices, workplace support or specialist education” (Disability Benefits Act § 2; Banks et al 2019). Moreover, the governments in the selected countries subsidise the extra additional cost and provides social assistance benefits for people with disabilities (PWDs). These work-related incentives promote access to services and requirements that addressed disability-targeted programs to reduce social exclusion (Banks et al 2019; United Nation 2015) in Austria, Finland, and Czech Republic activation program implementation (Act No 108/2006 Coll on Social Service; MPSV 2020; Disability Benefits Act § 2; Fink and Valkova 2018; Lipszyc, Sail, and Xavier 2012; Sozialministeriumservice 2020). In Austria, the government

offer private employment service agencies wage subsidies and other financial grants in work-related activation program implementation that employ “people with disabilities” (PWDs) for labour market integration to enable young third country immigrants’ transition from welfare to all types of work (Bock-Schappelwein, 2019; Federal Ministry of Labour, Social Affairs, Health and Consumer Protection 2016/2017; arbeit plus, 2019; WIFO and Prospect, 2014). Analysing the disability function revealed that in 2017, for instance, the selected governments’ average share of disability benefits within the total expenditure on social protection benefits was 6.2% in Austria, 9.6% in Finland, and 6.4% in the Czech Republic (Eurostat 2019) to support people with disabilities (PWDs) poverty reduction. Moreover, government provision of these allowances enables the selected public and private employment agencies assistance to register young unemployed PWDs jobseeker with professional care (e.g., personal assistance, rehabilitation, and assistive devices) that increase their labour market participation in activation program implementation. This indicates equitable access to benefits and mainstream social protection programmes (Rohwerder 2014; Banks et al 2019; United Nations 2015) However, PWDs (including young TCIs) still face challenges in benefits’ application with complicated procedures, complex accessibility and adequacy, well quality and financial sustainability, (Fink and Valkova 2018; Kalliomaa-puha and Kangas 2018; Holub and Nemeč, 2014; Maly 2018; The Austrian Federal Government’s Disability Concept 1992; NCPTSS 2012; Kocman and Palacek 2013; Lipszyc, Sail, and Xavier 2012) and low public expenditure over time in work-related activation programs implementation to enable young third-country immigrants transition to work. These uncertainties make disability-inclusive targeted programs below scope of coverage as in any other area in work-related activation program implementation (Neil 2004; Neil 2004; Mitra 2005; Saloojee et al. 2007; Kidd 2017; Schneider et al 2011b) to the enable young third country immigrant transition to work (Esien, 2019, 2020, 2021). During the period 2008-2017, for instance, Austria (down 0.5% per year), Finland (0.7% per year), and the Czech Republic (0.6% per year) recorded a reduction in their level of government expenditure on social benefits for disability (Eurostat, 2019) programs. This indicates that the selected entities governments, public and private employment agencies selective targeting on disability benefits remains constant while the scope of coverage diminishes to serve the original category of social need (Neil 2004; see Esien 2020) in work-related activation program

implementation which may impair the progress in disability policy steering young TCIs PWDs transition to work.

Overall, governments in this dissertation selective entities maintain a constant provision of disabilities benefits. These allowances subsidise private employment agencies delivery of disability-inclusive targeted programs and services. The policy measures assist registered unemployed people with disabilities (including young TCIs) labour market participation, but with the diminished scope of coverage as in other policy areas in disfavour of disadvantaged citizens.

5.2.4 Equal Opportunities Public Value Reinforced.

This finding revealed that the selected governments, public and private employment agencies in Austria, Finland and the Czech Republic play an active role in the promotion of political ideologies, values, “communal life” (InBaze, Employee, Project Worker, 2019). This provides social groups and whole societies with a set of unifying human rights beliefs and democratic values. Similarly, Governments, public and private employment agencies play a pivotal role in the promotion of values in policy through “supporting association act according to the law” that improve people’s living conditions for quality and sustainable life in Austria, Finland, and the Czech Republic (BFI, Employee, Project Worker, 2019; Moniheli, Employee, Project Worker, 2019; InBaze, Employer, Project Worker, 2019). In addition, “we promote civic engagement program and discuss with experts from public administration who can pass on their know-how to non-EU immigrants that may support labour market integration process” (InBaze, Employee, Project Worker, 2019), This exchange of knowledge between government and young third-country immigrants through the private employment service agencies indicate the mediating role of the organisation in mutual shared-responsibility for joint action and cement social cohesion. In 2020, for instance, Austria (0.98), Finland (0.92), and Czech Republic (0.888) had an HDI score of 0.8 or above (in the remarkable high human development tier) (World Population Review 2020). The high scores indicate the selected governments, public and private employment agencies in Austria, Finland, and the Czech Republic value in policy implementation enhance stable governments and high life expectancies etcetera to reduce systemic inequalities in work-related activation program implementation to enable young third- country immigrant transition to work. Moreover, the legal Employment Acts frame government,

public and private employment agencies actions in the disability policy implementation process. This ensures “equal treatment” and “prohibit any form of discrimination” of person’s exercising their rights to employment and in labour market relations (435/2004 Coll., Section 79 (a-d); Act on the public employment and business service 2012, Section 4, par 1)); BMASK 2013). For instance, “most of the participants in the targeted language courses and training include TCNs and ethnic minority group of PWDs” (Employees, BFI – Linz). “Most of our employees consist of non-EU nationals that know how to deal with the clients’ (InBaze, Employee, Project Worker, 2019). However, despite inclusiveness, disadvantaged young TCIs (especially women) with or without disabilities still face human rights abuse, difficulties to enter paid employment, and law enforcement officials unlawful use of excessive force (Amnesty International Finland 2019; Amnesty International Czechia 2015; Amnesty International Austria 2019). This indicates an infringement in ethical value and human rights that may impair young third country immigrants’ access to public assistance benefits.

Thus, the governments, public, and private employment-related organizations contribute to ensure equal opportunities value and treatment of all-natural person and improve their rights to exercise employment. Moreover, the governments, public and private employment agencies empower TCIs and contribute to their social integration process and belongings. In addition, the government, public, and private employment agencies contribute to support specific target groups employment opportunities that include women, young people, migrants, and people with disabilities (PWDs). Overall, the implication of the government, public, and private employment service agencies may contribute to value-added policy implementation and empower registered young unemployed TCIs etcetera in Austria, Finland, and the Czech Republic.

5.2.5 The Combined Impact of Governments-Public-Private Relationships in Work-related Activation Programmes Implementation Setting to enable Young Third-country Immigrant’s transition from Welfare to all types of Work.

One of the main issues often discussed in different policy debates is the relationship between public, private employment-related agencies, and the government in work-related activation programs implementation to enable young TCIs employment-related transition from welfare to all types of work. The findings of this study, for instance, revealed that in Austria and Finland, the relationship between the public, private

employment agencies (including NGOs) and the governments was that of partnership cooperation and in work-related activation implementation and employment systems. Meanwhile, in the Czech Republic, the relationship was that of cooperation through relationship and partnership for valuable input in terms of information, contacts, and ideas. Hence, in Austria, Finland, and the Czech Republic, the study found that the private employment agencies corporation with Labour Offices, Municipalities, and City Councils in state-funded employment-related targeted activation measures implementation. This cooperation was because the Labour Office (in Linz-Austria), Municipality (Prague – Czech Republic), and City Councils (in Tampere – Finland) purchased private employment service agencies services to deliver target work-related activation measures that bring young TCIs and ethnic minority groups of people into employment system.

For work-related activation, the findings revealed that in Austria, Finland, and the Czech Republic, there is a convergence towards legal behavioural conditional redistributive policy process. The targeting work-related activation initiative framework in Austria for the social protection governance of the unemployed is dissimilar to those of Finland and the Czech Republic because targeting is based on an individual basis. Meanwhile, Finland and Czech Republic focus on the units of households. Unlike in Austria and the Czech Republic, work-related activation subsidies in Finland are earmarked for recruitment incentives as well as job rotation and job sharing in work-related activation implementation. Meanwhile, in Austria and the Czech Republic work-related activation subsidies are earmarked for recruitment incentives in work-related activation measure implementation to enable young third country immigrant's employment-related transition from welfare to work in the selected entities.

In targeted employment-related activation measure implementation, the public and private employment service agencies were found in cooperation with the government through (a) the City Councils in Finland which are under the Ministry of Employment and Economy, (b) the Austrian Public Employment Services which are under the Federal Ministry of Labour, Social Affairs and Consumer Protection (BMASK), and (c) the Municipality in the Czech Republic. Similarly, in targeted work-related activation measure implementation, the private employment service agencies were found in creating both paid, voluntarily, and standardized short-term public work for registered young unemployed TCIs in the study locations. Moreover, the organizations were also

found cooperating with the governments through the Public Employment Services under the respective countries Ministry. The private employment service agency service in work-related activation program implementation that create registered unemployed people work enable the young third country immigrant transition from welfare to all types of work. Moreover, private employment service agencies impact in work-related activation measures impact national full employment policies framework targeting registered unemployed welfare beneficiaries and young third-country immigrants in the labour market systems of the comparative entities.

Hence, this study found out that due to the governments, public, and private employment service agencies' selective targeting work-related activation program, the new public and/or social protection institutional framework for the unemployed involves a wide range of multi-stakeholders and/or multi-actors in the policy implementation ramification. The government, public and private employment service agencies work-related activation program implementation that contracting out⁴⁷ service deliver for registered unemployed job seekers assistance create a mix of education, training, rehabilitation, tax-code reforms, and childcare support services along with mandatory work requirements (Finn, 2000; Immervoll, 2012; Martin, 2014; Forde, 2011; Elveld, 2016; Neil, 2004) to enable young third country immigrant's employment-related transition from welfare to all types of work. However, benefits eligibility for private employment service agencies and beneficiaries to access benefits depends on specific tests and conditions that include several of children, citizenship, residence, time limits, and legal behavioural requirements (Potter & Dorman, 2013). Several authors perceived the application of employment subsidies programs as overly bureaucratic and laborious compared to related benefits (European Commission, 2012; Yle, 2019). Another report from the Czech Republic emphasized whether it will be flexible enough for real-life needs- and purposes, given that every single investment will require a decision about the cabinet-level (bnt attorneys in CEE, 2020). Moreover, private employment service agencies and beneficiary's noncompliance to the regulatory intent implies sanction, punishment, and withdrawal.

⁴⁷ The contracting out of selective targeting work-related activation program implementation from the public to the private sector is part of a larger trend in the devolution of responsibility for the social welfare from central to the local units of government (that is public employment services) and from the local government to community based private agencies (that is the private employment service agencies) (Neil, 2004; Esien, 2019, 2020, 2021)

These findings suggest that in general, the government, public, and private service agencies work-related activation programmes implementation create work that promotes social inclusion and cohesion to enable the young third country immigrant to all types of work, but the work-related activation programmes subsidies administration is overly bureaucratic (European Commission, 2012) to assist the unemployed (European Commission, 2012). These procedures and policy process of conditionality deemphasized universal income maintenance and emphasized on active policies model (Neil, 2004; Wacquant, 2009) as treatment of poverty in terms of stimulating employment (Fretwell et al., 1999; Neil, 2014) and managing other responsible behaviour based on reciprocity norm (Bauman 1998; Mead, 1987). One possible reason could be the emphasis on recipients in work-related activation measures implementation to behave like responsible citizens might be the result of a shift in the nature of the problem being tackled where rather than being a fight against poverty, it is, now above all a fight against (welfare) dependency (Esien, 2019, 2020, 2021). This policy outcome may jeopardize young TCIs employment-related transition in work-related activation governance setting.

In short, the importance of these work-related activation program implementation that create employment possibilities to enable young third country transition from welfare to all types of work in Austria, Finland, and the Czech Republic is that the delivery of the programs lies along a progressive (social democratic)⁴⁸ and conservative (laissez-fair liberalism⁴⁹) approaches to activation policies mix of supportive services, such as education, training, and childcare, along with mandatory work requirements. This means there is a remarkable convergence of liberal and conservative opinion that these incentives are necessary (Neil, 2004). In this regard, the distinction between progressive and conservative approaches to activation policies tend to blur, but the efforts to differentiate these alternative models in this study's young third country immigrant transition to work policy area indicates a remarkable convergence towards neoliberal strategies.

⁴⁸ Work-oriented initiatives on a progressive (social democratic) model draw on neostatist strategies. The neostatist approach, found in Scandinavian countries, emphasizes positive incentives to seek employment rather than the reduction of benefits for those who do not comply with work requirements, aims to empower rather than punish and control beneficiaries, and favour training over "forced labor"

⁴⁹ Work-oriented initiative on a Conservative (laissez-faire liberalism) model draws on neoliberal strategies which is associated with the Anglo-American nations (particularly the United States and the United Kingdom, relies more on economic measures narrowly targeted on the unemployed

5.3 Contribution of the Study

This study is the outcome of research undertaken since 2017 with AMS Linz and BFI as the case study respective public and private employment service agencies in Austria. City Council Tampere and MANOLD as the case study respective public and private employment service agencies in Finland, and Prague Municipalities 1- ICP and InBase as the case study respective public and private employment service agencies in the Czech Republic. The Governments subsidize private activities through work-related incentives (e.g., subsidies, tax breaks, allowances, grants etc). The private employment service agencies in work-related activation programme implementation create work registered unemployed people work opportunities to enable the young third country immigrant transition from welfare to all types of work. That means young third-country immigrant can benefit recruitments from public employment service agencies efforts to sustain social cohesion. The governments, public, and private employment-related organizations work-related activation program implementation contribute to ensure equal opportunities value and treatment of the all-natural person and improve their rights to exercise employment. The government, public, and private employment agencies work-related activation programs implementation contribute to support specific young TCIs target groups employment opportunities that include women, young people, migrants, and people with disabilities (PWDs), The government expenditure in work-related activation programme implementation that gives private employment service agencies hiring and recruitment fund create working opportunities to enable young third-country immigrants transition from welfare to all types of work. The implication of government, public and private employment agencies in activation program implementation contribute to value-added policy implementation and empower registered young unemployed TCIs etcetera in Austria, Finland, and the Czech Republic

Thus, the public and private employment service agency's role in work-related activation program implementation that promote registered unemployed people work improve the subjective wellbeing and empowerment young third-country immigrant transition from welfare to work in this study.

As a matter of fact, since (1) various factors contribute to supportive services, reinforcing the work capacity increase the availability of work, ensure a decent standard of living to very low-paid workers, public service performance, selective targeting,

unemployment, sustainable public finance, and particularly young TCIs employment-related transition and work in Austria, Finland, and the Czech Republic, and (2) it is difficult for the state and public sector to tackle and regulate this social malaise alone. The interdependence cooperation and collaborative partnership between the government, public and private employment service agencies is imperative in work-related activation program implementation that promote all hard-to-place registered unemployed people labour market inclusion and social cohesion to enable young-third country immigrant transition from welfare to all types of work in this study three elected countries.

Hence, this study offers the basis for a broader improvement and marginal adjustment in the government-public-private service agencies relational collaborative multi stakeholders governance institutional framework and the new public and social protection regulatory model for unemployed people. More effective and efficient partnership, all-inclusive cooperation, and collaborative roles for public value accountability, transparency, solidarity, and mutual shared responsibilities is imperative in the multi stakeholders decentralised governance for joint problem solving. This collective and “aesthetic” inclusive mindset or good governance with democratic values and belongings also includes critical thinking, human centred mindset, and a 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 to treat contemporary super diversity society and public assistance beneficiaries such as vulnerable people, ethnic minority group of people, and young TCIs in Austria, Finland, and the Czech Republic. This study also contributes to the development of policies for TCNs employment-related integration measures in the areas of public and social assistance service implementation in the three countries. Moreover, the study contributes to TCNs research and offers policymakers, peers, and practitioners with value-added in-depth information through the author of this dissertation lectures, workshops, seminars, and several publications (eleven articles, two book chapters, two policy briefs, one policy papers, etcetera) of this dissertation integral chapters as well as dissemination of the findings in national and international conferences with recommendations for marginal policy adjustments.

5.4 Conclusion and Suggestions for Further Research

For each of the comparative entities (Austria, Finland, and the Czech Republic), there is a centralized selective targeting work-related activation governance in the new social protection system institutional framework of the unemployed where the government expenditures on work-related incentives (subsidies, financial allowances, grants etcetera) regulate public employment services contracting out for work-related activation program implementation agreement with the public employment service agencies to deliver service and create job opportunities for registered young unemployed third-country nationals in activation programs. However, the challenges private employment service agencies face in their operation begins with difficulties in the application and administration in work-related activation subsidies programmes that is overly bureaucratic and laborious compared to the related benefits to enable young TCIs transition from welfare to work. Another challenge facing the government, public and private employment service agencies of the three countries how the interdependence corporate relation can be better function without lack of trust in quality service performance in work-related activation program implementation to enable young third country immigrants' transition to work. Additionally, the governments, public and private employment agencies in Austria, Finland, and Czech Republic face challenges with increasing lack of public value accountability that is barrier to effective functioning in work-related activation program implementation to enable young third country immigrants' transition from welfare to all types of work. Moreover, private employment agencies in Austria, Finland, and the Czech Republic face recruitment challenge as public work provider on a short-term rather than long-term contract basis to create standardize part-time job opportunities, and thus, their young TCIs beneficiaries often remain unemployed when their contract elapsed or terminate. Furthermore, despite government, public, and private employment service agencies play in work-related activation programmes implementation to enable young third country immigrant transition from welfare to all types of work, there still some policy shortcomings regarding their roles. The work-related activation reforms for each of these countries target benefits that target individual responsibilities and labour market performance to allocate scarce resources with bureaucratic moral agenda to sanction that the program imperative to divisiveness and lack of solidarity. Other aspect is the tax model framed as tax cuts hidden inside revenue code and eligibility condition that depends on specific tests such as residence and citizenship which has encourage government expenditure in disguise and targets access to fiscal/revenue systems with

increasingly lack of transparency and public value accountability. Moreover, government, public and private employment service agencies' targeting work-related activation governance generate ethical issues, create inequalities, and/or stigma, and divisiveness in the regulatory redistributive politic governance that may jeopardize young TCIs immigrant work possibilities.

However, despite these uncertainties and policy shortcomings confronting government, public, and private employment services agencies in work-related activation measures implementation to enable young third country immigrants transition in Austria, Finland, and the Czech Republic, the government has come to realise private employment service agencies as interdependence cooperation partner in work-related activation program implementation as they are less bureaucratic and are able to enable young TCIs employment-related transition from welfare to all types of work. In recognition of their role in work-related activation program implementation that create employment possibilities to enable young third country immigrants to work, further research is imperative of how a plethora of private employment agencies can ethically mediate their role among public employment services and government in work-related activation program implementation to enable young third country immigrant transition to work. In addition, regarding the over bureaucratic and laborious subsidies application and administration in Austria, Finland and the Czech Republic, another research area could be public administration of employment subsidies in work-related activation programmes to enable young third country immigrants' transition from welfare to all types of work. Similarly, regarding government-public-private employment service lack of trust, transparency, and accountability in work-related activation program implementation in Austria, Finland, and the Czech Republic several scholar doubt if this can effectively manage young third country immigrant's employment-related integration aspects. In this regard, another research area could be state-public-private agencies trust and transparency in selective targeting activation governance for work protection. Lastly, since government-public-private cooperation in work-related activation measure implementation are short-lived initiatives after which young third country immigrants' participants may become unemployed again as in the case of this study selected entities, further research is imperative on how government-public-private cooperation in work-related activation governance can create permanent, decent, and

sustainable employment to hire and recruit young third country immigrants in the three countries.

6 SUMMARY

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 fewer 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 (AusIBG), FLG no 314/1994 Act Implementing Public Employment Service Legislation [AMS-BegleitG), Employment Service Act (AMSG), Labour Market Service Act (Arbeitsmarketservicegesetz), §§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 semi-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

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8 LISTS OF APPENDICES

Appendix no. 1: Expert Interview (Public Employment Service Agencies)

Enabling young third country immigrant employment related transition to all type of employment

Interviewer: Date/Time/Where.....

Actor/Institution: Authority/Agent.....

Number of Interview.....

Introduction

Thank you for giving me the opportunity for this Interview.

I am currently writing a study titled, "Third-country Young Immigrants' Transition to Work and Activation Policy in Europe: The comparative case of Austria, Finland, and the Czech Republic" This work is framed on the fact that there is a shift in central tendencies of a social democratic welfare state model characterise with an institutional approach to social policy exemplified by the Scandinavian welfare state to an Enabling State neoliberal model. The enabling state emphasizes a market-oriented approach that target benefits that promote labour force participation and individual responsibility. In a comparison of the central tendencies of this model, the most obvious line along social welfare avenues include the private delivery of social welfare goods and services through purchase-of-service contracts, the check on public expenditures through targeting eligibility, and the emphasizes on work-related incentives that aimed to enhance human capital and to help the unemployed

adjust to modern labour market requirements. This shows the direction of the trends in value and practice, which frame the transformation of the Welfare State to Enabling State governance that negotiate unemployed people transition from welfare to work in this research. In addition, this research contributes to third-country national research and offers an in-depth knowledge for practitioners, policy makers, and academic peers with interest in this field of study. I focus on unemployed young third country immigrants because they face multiple disadvantages to enter work in Austria, Finland and the Czech Republic that needs clarification. It would be my pleasure to cooperate with your institution/organization or you in accordance with this research and the upcoming findings.

*I request you to text your perceptions on the white space. This serves purely for the research.

The interview will take about 60 minutes.

To carry out the textual information, I would like to briefly give you some explanations:

As all respondents are asked the same questions, maybe some questions might not suite your specific job and I wish to apologize in advance.

Moreover, if something will be published with your name or organisation, it will firstly be submitted for your authorization.

If you still have questions before you start, kindly get in contact with me?

Let us get to the first part of the interview.

Thanks for accepting.

*You may text some of your answers in German language where you think its suitable to explain in-depth!

1. Topic: Private delivery of social welfare goods and services through purchase-of-service contract

- a) How do you determine the procedure to deliver services (such as job placement counselling or job coaching) that help young third country immigrant to enter work?
- b) How can you describe your function during the delivering of the services such Job assistance and counselling or job coaching?
- c) What role (counsellor, coach, case manager, etc) do you play during purchase-of-service contract for hard-core unemployed young third country immigrant? How is your role arranged?
- d) Are they conflicted roles sometimes in purchase-of-service contract with Local Government Unit (such as Public Employment Service- AMS? (Which?) How do you deal with the conflicting goals and conflict of interest?

- e) How are the specific bonding (that is rules to fulfil that is awarded or punish in case of noncompliance) mechanisms in purchase-for-service contract arranged to deliver job placement counselling or job coaching that help young third country immigrant to enter work? Are there any sanctions in the contract if contractors (Private Organisation) do not meet Local government units' (PES) interest?
- f) How do you offer Local Government Units (PES) information about the delivery job coaching or counselling for unemployed third country nationals/immigrants according to purchase-for-service contract arrangement? How is your information system organised to report and document service delivery information?
- g) How do you know if the type and quality of the service you deliver to unemployed young third country immigrant in your job coaching and counselling programs are suitable to help them enter work?
- h) How does the cooperation or interrelation between the Local Government Unit (Public Employment Service (AMS) and your Private Employment Services Agencies (i.e., private organisations, NGOs, etc) function in the case of purchase-for-service contracts implementation that help young third country immigrants into work?

2. Topic: Targeting eligibility that allocate benefits to the neediest and deserving for work protection

- a) Who is eligible as third country nationals/immigrant to take part in your job coaching or counselling programs/schemes?
- b) How do you determine who is eligible/entitled as third country national to participate in your job coaching or job counselling measures to help unemployed enter work? Do you follow any procedure to determine their eligibility/entitlement? When yes, how...?
- c) Do you consider participants age, impairment, and their behaviour as criteria for young third country immigrants/nationals to remain eligible and take part in job coaching program? If yes, what are the prerequisite or how are these criteria (i.e., age, impairment, and behaviour) determine young third country immigrants/national's eligibility to participate and remain in job coaching or counselling program?
- (c) How are the rights and obligations of young third country nationals/immigrants participating in job coaching or counselling programs/schemes and of the Counsellors/Coaches the same programs arranged?
- (d) What is the segmentation (i.e., age, ethnicity, gender) of third country national participants in your job coaching and job counselling programs?
- (e) How do you use employment programs (like job coaching, counselling, and language courses) to upgrade, motivate, and counsel unemployed young third country nationals/immigrants?
- (1) How do you regulate this job coaching and job assistance programs or schemes?
- (2) How is the condition and consequences for young third country nationals/immigrants to participate in these programs arranged? (Are there

sanctions for noncompliance? (If yes, which types of sanctions, how is the sanctions, what are the sanctions etc...)?

3. Topic: Enhancing individual responsibilities (that is unemployed young third country national to be responsible in the society

- a) How are you promoting civic society (such as NGOs, Organisations etc) to raised social capital (such as connections, networking, etc) of young immigrants/nationals to help unemployed immigrants participate in work?
- b) How do you build network with the private/public sector that helps young third country immigrant/nationals participating in your job placement and counselling programs/schemes to take part in labour market?
- c) How do you create networks that assist unemployed young third country immigrants/nationals participating in your job coaching and counselling program to enter work?

4. Topic: Restoring solidarity, belongings and enabling service

- a) How do you empower young unemployed third country jobseekers and their communities (Family, Relatives, etc) to take part in your job coaching and job counselling program?
- b) What are the other programs/schemes and services you offer to support unemployed third country national's jobseeker's participation in the society?
- c) How do you motivate the communities and unemployed young third-country nationals/immigrants in your job coaching and counselling programs to use their own capacity and improve their community wellbeing as well as realise their own aspirations? This could involve the community ownership of assets or delivery of services.
- d) How do you use the available resources to support and help the development of community and individual young third country immigrants/national's capacity?
- e) How do you combat/fight young third country immigrants' jobseekers' loneliness, indebtedness, homeless, ill-health, etc (Do you offers any programs, service, or measures to provide counselling on these problems? Are there other organisations programs you cooperate with to assist young third country immigrants/nationals participating in your job coaching or counselling programs facing this challenges)?

Thank you.

Eddy Bruno Esien

Appendix no. 2: Expert Interview (Private Employment Service Agencies)

Enabling young third country immigrant employment related transition to all type of employment

Interviewer: Date/Time/Where.....

Actor/Institution: Authority/Agent.....

Number of Interview.....

Introduction

Thank you for giving me the opportunity for this Interview.

I am currently writing a study titled, “Third-country Young Immigrants’ Transition to Work and Activation Policy in Europe: The comparative case of Austria, Finland, and Czech Republic” This work is framed on the fact that there is a shift in central tendencies of a social democratic welfare state model characterise with an institutional approach to social policy exemplified by the Scandinavian welfare state to an Enabling State neoliberal model. The enabling state emphasizes a market-oriented approach that target benefits that promote labour force participation and individual responsibility. In a comparison of the central tendencies of this model, the most obvious line along social welfare avenues include the private delivery of social welfare goods and services through purchase-of-service contracts, the check on public expenditures through targeting eligibility, and the emphasizes on work-related incentives that aimed to enhance human capital and to help the unemployed adjust to modern labour market requirements. This shows the direction of the trends in value and practice that frame the transformation of the Welfare State to Enabling State governance that negotiate unemployed transition from welfare to work in this research. In addition, this research contributes to third-country national research and offers an in-depth knowledge for practitioners, policy makers, and academic peers with interest in this field of study. I focus on unemployed young third country immigrants because they face multiple disadvantages to enter work in Austria, Finland and Czech Republic that needs clarification. It would be my pleasure to cooperate with your institution or you in accordance to this research and the upcoming findings.

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The interview will take about 60 minutes.

To carry out the textual information, I would like to briefly give you some explanations:

As all respondents are asked the same questions, maybe some questions might not suite your specific job and I wish to apologize in advance.

Moreover, if something will be published with your name or organisation, it will firstly be submitted for your authorization.

If you still have questions before you start, kindly get in contact with me?

Let us get to the first part of the interview.

Thanks for accepting.

You may text some of your answers in German language where you think its suitable to explain in-depth!

5. Topic: Private delivery of social welfare goods and services through purchase-of-service contract

- i) How do you determine the procedure to deliver services (such as job placement counselling or job coaching) that help young third country immigrant to enter work?
- j) How can you describe your function during the delivering of the services such Job assistance and counselling or job coaching?
- k) What role (counsellor, coach, case manager, etc) do you play during purchase-of-service contract for hard-core unemployed young third country immigrant? How is your role arranged?
- l) Are they conflicted roles sometimes in purchase-of-service contract with Local Government Unit (such as Public Employment Service agencies- PES? (Which?) How do you deal with the conflicting goals and conflict of interest?
- m) How are the specific bonding (that is rules to fulfil that is awarded or punish in case of noncompliance) mechanisms in purchase-for-service contract arranged to deliver job placement counselling or job coaching that help young third country immigrant to enter work? Are the any sanctions in the contract if contractors (Private Organisation) do not meet Local government units' (PES) interest?
- n) How do you offer Local Government Units (PES) information about the delivery job coaching or counselling for unemployed third country nationals/immigrants according to purchase-for-service contract arrangement? How is your information system organised to report and document service delivery information?
- o) How do you know if the type and quality of the service you deliver to unemployed young third country immigrant in your job coaching and counselling programs are suitable to help them enter work?
- p) How does the cooperation or interrelation between the Local Government Unit (Public Employment Service agencies (PES) and your Private Employment Services Agencies (i.e., private organisations, NGOs, etc) function in the case of purchase-for-service contracts implementation that help young third country immigrants into work?

6. Topic: Targeting eligibility that allocate benefits to the neediest and deserving for work protection

- d) Who is eligible as third country nationals/immigrant to take part in your job coaching or counselling programs/schemes?
- e) How do you determine who is eligible/entitle as third country national to participate in your job coaching or job counselling measures to help unemployed

enter work? Do you follow any procedure to determine their eligibility/entitlement? When yes, how...?

- f) Do you consider participants age, impairment, and their behaviour as criteria for young third country immigrants/nationals to remain eligible and take part in job coaching program? If yes, what are the prerequisite or how are these criteria (i.e., age, impairment, and behaviour) determine young third country immigrants/national's eligibility to participant and remain in job coaching or counselling program?
- (f) How are the rights and obligations of young third country nationals/immigrants participating in job coaching or counselling programs/schemes and of the Counsellors/Coaches the same programs arranged?
- (g) What is the segmentation (i.e., age, ethnicity, gender) of third country national participants in your job coaching and job counselling programs?
- (h) How do you use employment programs (like job coaching, counselling, and language courses) to upgrade, motivate, and counsel unemployed young third country nationals/immigrants?
- (3) How do you regulate this job coaching and job assistance programs or schemes?
- (4) How is the condition and consequences for young third country nationals/immigrants to participate in these programs arranged? (Are there sanctions for noncompliance? (If yes, which types of sanctions, how is the sanctions, what are the sanctions etc...)?

7. Topic: Enhancing individual responsibilities (that is unemployed young third country national to be responsible in the society

- d) How are you promoting civic society (such as NGOs, Organisations etc) to raised social capital (such as connections, networking, etc) of young immigrants/nationals to help unemployed immigrants participate in work?
- e) How do you build network with the private/public sector that helps young third country immigrant/nationals participating in your job placement and counselling programs/schemes to take part in labour market?
- f) How do you create networks that assist unemployed young third country immigrants/nationals participating in your job coaching and counselling program to enter work?

8. Topic: Restoring solidarity, belongings and enabling service

- f) How do you empower young unemployed third country jobseekers and their communities (Family, Relatives, etc) to take part in your job coaching and job counselling program?
- g) What are the other programs/schemes and services you offer to support unemployed third country national's jobseeker's participation in the society?
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- j) How do you combat/fight young third country immigrants' jobseekers' loneliness, indebtedness, homeless, ill-health, etc (Do you offers any programs, service, or measures to provide counselling on these problems? Are there other organisations programs you cooperate with to assist young third country immigrants/nationals participating in your job coaching or counselling programs facing this challenges)?

Thank you.

Eddy Bruno Esien

Appendix no. 3: Survey: Overview of Demographic Information

This demographic information offers experts profile information of my study that describe who the participants of this study are, where are they coming from, some of their history and/or background, education, and personal information such as age, gender, and ethnicity. This demographic information is needed to help explain what may be underlying an individual's perception, as well as similarities and difference in perception among the participants.

Please complete this personal data sheet and the information is entirely anonymous.

If you need me not to mention your name, I will respect your privacy and identify you, for instance, as subject 1, subject 2, subject 3, etc.

Please mark the appropriate box next to your answer choice with an "x" (X). Please answer all the questions to the best of your ability.

Name

What is your name?	
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Age

How old are you?		
a	17 or younger	
b	18 to 24	
c	25 to 34	
d	35 to 44	

e	45 to 54	
f	55 to 64	
g	65 or older	
h	I prefer not to answer	

Gender

What is your gender?		
A	Male	
B	Female	
C	Non-binary/third gender	
D	Prefer to self-describe	
	I prefer not to answer	
E	Other	

Background education

What is your highest level of education?		
A	No formal education	
B	High school diploma	
C	College degree	
D	Vocational Training	
E	Bachelor's degree	
F	Master's degree	
G	Professional degree	
H	Doctorate degree	
I	Other	

Occupation

What is your occupation	
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Location of Private Economic Operator (NGOs, NPO etc) offering employment-related Case management (Job placement counseling, Job coaching, etc)

Which local Private Economic Operator are you working	
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