

## ENABLING STATE AND UNEMPLOYED THIRD-COUNTRY NATIONAL: DIRECT MEASURES, PSYCHOLOGICAL PLANE, AND SUPPORTIVE SERVICE FOR WORK PROMOTION

Eddy Bruno Esien

*Charles University in Prague, Czech Republic*  
*eddy@hiba.at*

### Abstract

**Purpose:** Research on OECD countries indicates a demographic and fiscal constraint that has prompted a shift from welfare state to the enabling state governance that target benefits that promote labour force participation and individual responsibility, but face challenges to balance rights and responsibility in employment systems (Neil, 2004: 32-89). This paper 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 Czech Republic.

**Design/methodology/approach:** The study distils key influences on direct measures, psychological plane, and supportive services from academic and practitioner literature. It examines the data available from official documents, reviews, and enabling state work-related measures to identify and analyze the implications that have negotiated Czech's transition to work system.

**Findings:** This study has shown that target education and training, specialized therapeutic motivational counseling, and childcare supportive work-related service were a major perceived influence in enabling state market-related governance to enable young third-country immigrants' transition to work in Czech Republic. This paper suggests that more emphasis on transparency, efficiency, feasibility, and equal opportunity may be more beneficial than continuing to focus on purely work-related reform with stringents limit and social control on eligibility for further reform.

**Research limitation/implications:** A number of limitations need to be considered. The study, for instance, has primarily concerned with Czech Republic and cannot be generalized to explain other countries leading to low external validity (Ragin, 1987). Nevertheless, it may be generalized to a theory in the way scholars' theory-generate findings from one case study to the other (Yin, 2003). In addition, to some extent, the

researcher faced a language barrier, as some of the documents were in Czech, but could use official English translations and support from colleagues.

**Practical implication:**

The result can contribute to refinement in social and/or public assistance policy and implementation of quality service delivery especially to assist vulnerable people's transition to paid work in Czech Republic. The diagnostic framework may be used for further analysis of labour market performance and third-country national employment-related transition in Czech Republic and other countries.

**Originality/Value:**

The study draws on existing literature and information on the governance and implementation of enabling state direct measures, psychological plane and supportive services to develop a diagnostic framework and analyze young third-country immigrants' transition to work in Czech Republic. It identifies a pattern that if discretion in the course of implementation and regulation on who crosses the benefits threshold persists, problems of transparency, efficiency, and equal opportunity may prevail not only to hinder minority groups labour market upward mobility, but jeopardize "aesthetic" belongings, economic prosperity, and participatory democracy.

**Keyword:** Czech Republic, employment systems, enabling state, labour market administration, participatory democracy, policy analyst, policy implementation, third-country nationals, welfare to workfare, work-related incentives

**Research Type:** research paper.

**References:**

- Neil, G. (2004). *Transformation of the Welfare State: The Silent Surrender of Public Responsibility*. New York: Oxford University Press.
- Ragin, C. (1987). *The comparative method: moving beyond qualitative strategies*. Berkeley (CA): University of California Press.
- Yin, R. K. (2003). *Case study research: Design and Methods (3rd Ausg.)*. Thousand Oak (CA): SAGE.