

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

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### Abstract

**Purpose:** This paper examines direct measures, psychological plane, and supportive services under enabling state capacity reinforcement governance to enable young third-country immigrant transition to work in Czechia.

**Design/methodology/approach:** Regarding the research methodology, qualitative data was collected from the case study authorized Employment Acts, official reports and scholarly text for analysis. The data were analyzed through qualitative content analysis and documents analysis techniques to generate an insight and in-depth theory generating study with multidimensional data to interpret and understand the real-life phenomenon.

**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 Czechia. 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 stringent limit and social control on eligibility for further reform.

**Research limitation/implications:** The research was limited in several ways. For instance, it primarily concerned the case study of Czechia 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). Moreover, to some extent, the researcher faced a language barrier, as some of the documents were in Czech language, but could use several authorized English translations version and support from colleagues.

**Practical implication:** The result contributes to Third-country National research, welfare and workfare studies, possibilities to refine social and/or public assistance policy programs and implementation of quality service delivery especially to support heterogeneous young third-country nationals subgroups and socio-economically disadvantaged people's participation in employment systems. The diagnostic model may be used for further studies analysis in the realm of labour market performance and third-country national employment-related transition in Czechia 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 Czechia. 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 (see Esien, 2019; 2020).

**Keyword:** Czechia, enabling state, labour market administration, participatory democracy, third-country nationals, welfare-to-workfare, activation programs

**Research Type:** research paper.

## Introduction

Over the past decade, there has been a major change in industrialized democracies' welfare policy development as they face demographic and fiscal constraint that have prompted a shift from welfare to the enabling state governance. Several studies have explored the issue of enabling state market-related approaches that targets benefits that promote labour force participation and individual responsibility, but face challenges to balance rights and responsibility on diverse obligations (Neil, 2004; Mead, 1986; Nordlung, 2000). No studies have looked at direct measures, psychological plane, and supportive services in enabling state capacity reinforcement governance to interpret and understand young third-country immigrant's transition to work in CEE countries. Direct measures, psychological plane, and supportive services in the enabling state capacity reinforcement governance and its implication for third-country nationals (TCNs) heterogeneous subgroups' transition to work require clarification. Thus, this article will deliver a careful investigation of enabling state capacity reinforcement governance and its application to analyze the implication of enabling state direct measures, psychological plane, and supportive services for work promotion.

This paper examines direct measures, psychological plane, and supportive services in the realm of capacity reinforcement under enabling state to understand young third-country immigrants' transition to work in Czechia. In this study, young unemployed third-country immigrants are part of the non-EU nationals' heterogeneous subgroups of people who voluntarily and legally move to one of the European Union member states with visas and residence permits (European Union, 2008; see Esien, 2019; 2020). As such, they are part of the population who face multiple labour market exclusion and need public assistance. The main research question of this study is: How does direct measures, psychological plane and supportive services in the realm of capacity reinforcement under enabling state model enables young third-country immigrant's transition to work in Czech Republic? The sub question is: what is the implication to immigrants?

Drawing on documents, official reports, and scholarly texts, this qualitative case study research takes stock of Czechia's direct measures, psychological plane, and supportive services under the enabling state capacity reinforcement governance to shed light on this social phenomenon. The data analysis methods are document analysis and qualitative content analysis techniques. The paper begins with section two conceptualize the enabling state capacity reinforcement governance for work promotion. Section three discusses the methodology and methods of the study. In section four, the author of this study presents the findings in the selected entities. Finally, this study ends with a conclusion.

### **Enabling State model in capacity reinforcement governance to promote work**

Research on the transformation of the welfare state represents one of the advanced industrialised democracies' changes in the social and public policy arena. It revolves around the rise to a new institutional arrangement (Whiteford, 2013). Neil and Gilbert (1989) first denounced the enabling state in their book title "The enabling state: Modern capitalism in America". Enabling state model centres on a liberal market-oriented approach that targets

benefits that promote labour force participation and individual responsibilities (Neil, 2004; Midgley, 2000; OECD, 1989). Nevertheless, risks exist to balance rights and responsibilities on diverse obligations that impair unemployed people's rights to access benefits (Neil, 2004; see Esien, 2019; 2020). The new institutional framework manages these challenges with efforts to activate the benefits system, up-skill unemployed, and strengthen the capacity for work to improve the situation of the most disadvantaged and reduce structural unemployment for social cohesion (Bonoli, 2010, Martin, 2014; Neil, 2014; Immervoll, 2012; Sirovatka 2016; Blossfeld et al., 2005). Hence, enabling state capacity reinforcement governance is relevant in this study to capture the dimension, causes and consequences, and thus offers an empirical lens to understand the social right and responsibility discourse in welfare to workfare discourse. In the next subsections, The author of this paper discuss the three interrelated dimensions grounded on enabling state capacity reinforcement model for work framework – direct measures, psychological plane, and supportive services in the enabling state governance- follow by the consequences and causes of the enabling state capacity reinforcement model

### ***Dimension of Direct measures***

Direct measures represent education, training, and work experiences in different ways to enhance practical skills. Those of education are programs of learning with overall objectives to personal development and acquisition of knowledge with formal/general qualification (Heise and Meyer, 2004). Language learning, for instance, promotes lifelong learning opportunities to improve an unemployed job prospect (OECD, 2019; Tessaring et al., 2003). However, learning specific education may limit the opportunities otherwise (Costa and Brunila, 2016). In contrast, on-the-job and off-the-job training programs offer a sequence of courses that directly prepare unemployed people for employment in current/emerging occupations (Heise and Meyer, 2004). In addition, training includes applied learning, work-attitude, problem-solving skills, general employability, and the occupational skills necessary for economic independence (ibid.). However, intensive training causes greater initial earnings losses (Dyke, et al. 2006). Work experiences provide pre-career full-time work experience and really hands-on experience in a workplace (Wikijob, 2019). Volunteering, for instance, makes excellent contacts to secure a future job. However, work experience opportunities are often unpaid. Overall, education, training and work experience upgrade the skills of unemployed jobseekers. Despite direct measures, the government implements other regulatory tools to reinforce the capacity for work.

In the next subsections, I turn first to the psychological plane within enabling state capacity reinforcement governance and then to the notion of supportive services.

### ***Dimension of Psychological plane***

Psychological plane strives for motivational and empowerment programs for different times of life. Those of motivations are specific interventions for people in difficult situations (Neil, 2004). Special therapeutic intervention, for instance, has beneficial counseling effects used to raise long-term unemployed self-esteem and confidence in job-finding (Proudfoot et al., 1997). In contrast, empowerment programs such as Czech's "State Aid Programmes Supporting Work with Children and Youth" ensure children and youth's awareness in citizenship, rights, and employment opportunities (OYED, 2015; Rocha, 1997). However, the implementation may be more complex than originally conceived to impact out-of-work peoples' life (Foster-Fishman et al., 1998). In short, psychological plane managerial regulatory tool raise unemployed people's self-esteem and confidence, but public assistance bureaucrats

face challenges in the implementation and administration that need other regulatory devices to strengthen unemployed peoples' capacity for work.

In the next subsection, I discuss the regulatory instrument of supportive services in enabling state capacity reinforcement governance.

### ***Dimension of supportive services***

Supportive services are additional service to help surmount tangible barriers to employment (Neil, 2004). Child care assistance programs, such as OSC provides childcare support for parents' work-life-balance. In addition, supportive services such as the need for transportation and extended medical coverage help assist beneficiaries overcome tangible barriers in employment systems (Neil, 2004; Esien, 2019). However, the government support system shows paramount concern for the cost and possible disincentive to work (Atkinson, 1987). In short, supportive services surmount tangible barriers to employment. Despite direct measures, psychological planes, and supportive services to assist the registered unemployed people, the government faces challenges to check the rise of direct public expenditure that result in consequences and causes of the enabling state market-based capacity reinforcement governance.

In the next paragraphs, the author of this study discuss the consequences followed by the causes of the enabling state in work reinforcement governance

Data from several studies have identified the consequences of the enabling state capacity reinforcement governance. In Neil (2004), Kalish (1991), and OECD (1989), there are following three consequences: (a) the enabling state model seeks to replace "passive" income support to "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 to balance rights to 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 several causes behind enabling state capacity reinforcement governance.

A considerable amount of studies has been published on the causes of enabling state market-oriented capacity reinforcement governance. In the views of Neil, (2004), Whiteford (2013), and Neil and Gilbert (1989), there are as following: (I) Immense fiscal pressure in response to the interaction of the social security system with socio-demographic trends that increase public spending with severe pressure cause the enabling state means-tested approach. (II) 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. (IV) Public perceptions that the generous social welfare provisions have created disincentives to work. (IV) 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, the enabling state capacity reinforcement governance involves direct measures, psychological planes, and additional supportive services to activate recipients of welfare and social assistance benefits unemployed people. Unemployed claimants are responsible for their circumstances, but the public assistance reform faces challenges. These problems prevail because activation legislative rules are forging tighter links between benefits and activation measures to incorporate behavioral work requirements with forceful messages. This makes the balance of rights and responsibility on diverse obligations for social benefits disputable that disfavor the unemployed poor citizens. Although most researchers in

the field agreed that enabling state governance targets benefits, no studies have looked at direct measures, psychological plane and supportive services in enabling state capacity reinforcement governance to interpret and understand young third-country immigrants' transition to work in CEE countries. Thus, the enabling state capacity reinforcement model is imperative to analyze the implication of direct service, psychological plane, and supportive services for work to understand young third-country immigrants' transition to work in Czechia.

### **Methodology and Methods**

The design of this study is from a qualitative case study research method. The methodology has a number of advantages. Such as the notion that it relies on a constructivist philosophical position about how the complexities of a socio-cultural world are experienced, interpreted, and understood in a particular context (Atteslander, 1971). Limitation to the study design includes problems with generalization since it is limited to Czechia (Mayring, 2012). However, the findings may generalize a theory in the way social scientists theory-generate findings from one case study to the other (Yin, 2003).

Data were gathered from multiple-purpose sample of authorized employment legislative documents, official reports and an overview of existing scholastic (Yin, 2003). The criteria for selecting the documents are because they have a long history as official legislature and laws guiding employment principles for foreigners such as non-EU nationals and the delivery of public assistance goods and services for work promotion. Investigation of the documents took place during the researcher stay in Prague – Czech Republic between January and December 2019. Some documents were in Czech language. The researcher asked colleagues for translation and used the online English translated version in databases of Czechia's Ministry internet sites, OECD, ILO, and European Union. For the online search and choice, the researcher inserted, for instance, "Employment Acts", "Employment Legislature for foreigners", or "Social Assistance Act", and "Tax Benefits" in the search machine rubric. This generated a diversity of documents and materials from authorized document sources that are less subject to error (Mayring, 2003) which make the approach suitable for this research.

The researcher extracted the passages with themes derived from enabling state capacity reinforcement model-led deductive categories (ibid). In the initial round of data coding process, the author of this paper reviewed phrases, sentences, and paragraph segments from the documents and other sources to code the data. In the first round of the coding process, the researcher developed the following suitable categories to enable the document and thematic content analysis: (I) Conditions- Direct Measures: This code offers targeted education and training, and work experience programs to upgrade registered young unemployed recipients of welfare and social assistance benefits. How are targeted education, training and work experience of the young unemployed regulated? What are the educations, training and working experience program for the young unemployed? How are the types of employment assistance to beneficiaries? What are the on-job-training and off-job-training? What are the volunteering to ensure working experience of young unemployed immigrants (II) Self-actualization Programs- Psychological Plane: This code offers the motivational and empowerment programs. How are the motivational programs to raise registered young unemployed self-esteem? How are the empowerment programs to raise registered young unemployed confidence? How are these services implemented? (III) Barriers-Additional Services: This code offers the regulation of specified services to strengthen young unemployed people. What are the additional services to help young unemployed people?



How are the additional services regulated to help young unemployed people overcome tangible barriers? How are these services provided to young unemployed people?

After several rounds of code deduction (Lamnek, 2010) and all the evidence from the employment-related legislature documents, official reports, and scholarly text creating a consistent picture of the way in which direct measures, psychological plane, and additional services for work in enabling state reinforcement governance developed, interrelated and implicated young-third country immigrant transition to work was the author of this paper satisfied that the processes of data collection and data analysis were completed to answer the research question.

In the next chapter, the author of this study presents the findings of this research to understand the social phenomenon and answer the research questions.

### **Enabling state capacity reinforcement governance for young unemployed third country immigrants' transition to work**

The previous chapter examined the document analysis. This chapter will look at the findings. It begins with the three themes that emerged in the previous data analysis chapter, namely (I) direct measures, (II) psychological plane, and (III) supportive services to identify the reinforcement of capacity for work in the enabling state governance and answer the questions.

#### ***Direct measures for unemployed targeted education and training skills***

In seeking to investigate and analyze the notion of reinforcing the capacity for work in the study, it may be useful first to consider the notion of how direct measures intervene to upgrade the skills of unemployed.

Direct measures draw on education and training implemented through an agreement. Labour Offices concludes the agreement with retraining facilities accredited by the Ministry of Education, Youth and Sport for jobseekers training (Act on Employment, 435/2004 Coll. Dated 13<sup>th</sup> May 2004, Section 104 (1)). The content and scope of the training programs depend on jobseekers current qualification, state of health, skills and experience to acquire new knowledge and professional skills (ibid). Participants are obliged to repay the retraining costs if they fail to complete the retraining course, without serious reasons", or "refuse to take up a suitable job" that correspond "to the newly acquired qualification" (ibid: (2f). In addition, job search requirements must be met by all members of the households (OECD, 2019). In 2018, for instance, more than 66% of first time upper secondary graduates earned a vocational qualification. Moreover, in the same year, 48.7 percent of young unemployed Non-EU nationals participated in education and training (Eurostat, 2020) programs to acquire knowledge that include Czech language to improve their skills for the labour market. Additionally, in 2015, there were 191.5 thousand young people in Czech Republic who took part either in organization bases or direct volunteering for work experience possibilities. However, in 2019, 7.5%% of 18-24 years old were neither employed nor in education or training (NEET) (Eurostat, 2020).

In short, an accredited employer's establishment provides education and training programs. The Labour Offices sign an agreement with the facilities for jobseekers' new knowledge and skills training. Participants are obliged to comply with training conditions. Noncompliance to complete the course or refusal of referral without serious reason implies sanctions with repayment of training cost. These findings suggest that in general government provides activation course to upgrade unemployed practical skills, but the programs entail legislative behavioral conditions (Bonoli, 2010; Martin, 2014; Neil, 2004; see Esien, 2019,

2020) and administrative discretion in dealing with individual beneficiaries (Heidenheimer et al., 1990). The reason for this may be something to do with individual responsibilities and labour market performance in rules governing income protection that may impair beneficiaries' access to benefits and transition to work, when looking at issues such as transition to work of minority groups in enabling state capacity reinforcement for work setting.

This section has discussed direct measures in enabling state capacity reinforcement governance to upgrade the skills of unemployed people. The next subsection will look at the enabling state psychological plane model to strengthen unemployed people's capacity for work

### ***Specialized motivational counseling for unemployed people motivation***

The previous subsection examined direct measures in enabling state capacity reinforcement governance to upgrade unemployed people skills. This subsection looks at the enabling state's psychological plane regulatory model.

Psychological plan is an important targeted or specialized counseling measure implemented through motivational programs to help employment (Social Service Act No. 108/2006 Coll Of March 14, 2006, Part 1, §1; 435 / 2004 Coll. ACT of 13 May 2004 on employment). Czech Ministry specifies the nature of the individual counseling activities, form of counseling, and types of costs the Labour Office pays in the implementation process (435 / 2004 Coll. ACT of 13 May 2004 on employment Section, 105, (4), Ministry of Labour and Organizations; 2020) The Labour Office agrees with specialized pedagogical-psychological clinics and balance diagnostic centers" to provide unemployed people with counseling and "defray the cost connected with the activity. The written agreement on performing counseling is conditioned. Noncompliance with the agreed conditions implies specialized facility refund of "any money paid", or "part of it" or "if it was paid unjustly" or "to a higher sum than was due" through it faults and the deadline conditions for its repayment (435 / 2004 Coll. ACT of 13 May 2004 on employment Section: Section 105 (4))

In 2006, for instance, 458 000 Czechs sought psychiatric and therapeutic support about their mental-health problem (Krosnar Katka, May, 17. 2008). The centre of social service Prague provides social therapeutic consultancy for people in difficult situations (European Development Agency, 2020). However, Czech's counseling since the 1920s has a long-standing tradition with psychology influences in the development of counseling which is from a western capitalist context other than those from migrants that challenge its universal relevance (Euro Guidance, 2019; see Esien, 2019; 2002). In addition, even though an Anti-Discrimination Act prohibits forms of discrimination and ensures equal treatment (Act No 435/2004 Coll). A sort of minimization principle exists with respect to migrants' right that the state should not grant too many rights to migrants as it would be wasteful (Pavel et al 2014: 144). This legislature infringes the Anti-discrimination Law in disfavor of unemployed migrants' access to social and public assistance benefits.

In short, the Ministry specifies the nature of specialized motivational counseling. The Labour Office signed an agreement with specialized pedagogical-psychological clinics and balance diagnostic centers" to perform counseling. Noncompliance implies refund of the money or part. However, counseling in Czechia since the 1920s has a long-standing tradition with psychology influences in the development of counseling (Euro Guidance, 2019; see Esien, 2019; 2020) which is from a western capitalistic context other than those from migrants that challenge its universal relevance. Moreover, there is a sort of minimization principle in Czechia 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). This legislature infringes the

Anti-discrimination Law to ensure equal opportunity in counseling young unemployed non-EU nationals. These findings suggest that in general the government funds specialized accredited facilities to ensure social inclusion (435 / 2004 Coll. ACT of 13 May 2004 on employment), but the social inclusion measure involves a sort of minimization principle (Pavel et al., 2014) that infringes migrant's equal rights to access social benefits (Bonoli, 2010; Martin, 2014; Neil, 2004; see Esien, 2019; 2020; Pavel et al., 2014). One possible reason may be globalization of the economy has raised demand with struggle for work and social provisions as newcomers arrive shaping welfare reforms legislature to impose severe limits on immigrants' eligibility for social and/or public assistance that may impair beneficiaries transition to work, when looking at issues such as transition to work of young third-country nationals and minority groups of people in enabling state capacity reinforcement governance for work setting.

This subsection has discussed specialized motivational counselling in enabling state capacity reinforcement governance to raise self-esteem and confidence. The next subsection will look at supportive services to help surmount barriers in employment systems.

### ***Supportive services as work barriers' shield***

The previous chapter examined specialized counseling, arguing that therapeutic motivational intervention strengthened unemployed people's self-esteem and confidence for work. This subsection looks at supportive service approach to help surmount tangible barriers for employment

Czechia's supportive service provides support to families and children through commercial and non-commercial service providers (Ministry of Labour and Social Affairs, 2020). The Labour Office cooperates with other entities in the delivery of social service that helps registered unemployed in activation programs. Commercial service entities provide "babysitting", "assistance with household keeping", and "leisure and educational activities" (MPSV, 2020). These services assist families to reconcile their work and family life (ibid). In the 2017-2018 school year, for instance, 57% of children aged 6-11 attended after-school centers (Eurofound, 2020). This program enables family to arrange family and work especially (lone) mothers to take work (ibid). However, in 2018, there were 12.2% of people at risk of poverty with very low work intensity (Eurostat, 2020). Although the numbers are under EU27 average (21.6%), there are still concerns as it often involves but the vulnerable poor (ibid)

In short, the labour offices cooperate with social service delivery entities to provide support to unemployed families and their children. Child care additional services enable parents to take work and reconcile work-life balance. However, some registered unemployed people are at risk of poverty. These findings suggest that in general government spend on families to reconcile family and work, but emphasizes on active than passive income support measures to get people back to work (Neil, 2004; Bonoli 2010, Martin, 2014). One possible reason could be the immense fiscal pressure in response to the interaction of social security system with socio-demographic trends that increase public spending with severe pressures that may impair welfare claimants' transition to work systems, when looking at issues such as young third-country immigrants and minority groups of people transition to work in enabling state capacity reinforcement governance for work setting.

Overall, to strengthen the capacity of unemployed people, the labour office agrees with accredited facilities to provide unemployed with education and training. Participants also receive specific therapeutic counseling for motivational self-esteem and confidence. Additionally, welfare claimants receive childcare assistance to reconcile work-life-balance and overcome tangible barriers for employment. However, beneficiaries are responsible and



obligated to comply with behavioral legislation. Noncompliance implies sanctions (Neil, 2004; Esien, 2019; 2020). These findings suggest that in general the government spends for citizens' safety net, but beneficiaries are responsible and obligated to comply on the obligations to remain eligible (Neil, 2004). One possible reason could be the recommodification of labour and government raising the threshold of eligibility in enabling state capacity reinforcement governance for work that may impair people's social right to benefit, when looking at issues such as transition to work of minority groups in enabling state capacity reinforcement governance for work setting.

### **Discussion and Conclusion**

This study examined direct measures, psychological plane, and supportive services under enabling state capacity reinforcement governance to promote work. The research design consisted of a qualitative case study research approach with a "post-communist" transitional country in CEE that is Czechia. The focus was on the enabling state capacity reinforcement governance for work promotion to interpret and understand young third-country immigrants' transition to work

This study has shown that direct measures for unemployed target education and training skills, specialized motivational counseling, and supportive services as work barrier's shield for unemployed people were a major perceived regulatory influence in enabling state capacity reinforcement governance for work. An important finding to emerge in this study is bureaucratic behavior (Neil, 2004) and government minimization principle not to grants too many rights to migrants as it would be wasteful (Pavel et al 2014), that has encourage the infringement of equal opportunity and social rights to access benefits (Neil, 2004). These conditions are obstacles to Anti-discrimination Law and public assistance bureaucracies that introduce more forceful welfare reforms legislations to impose stringent limit and social control on eligibility for public assistance (Neil, 2004; see Esien, 2019; 2020) effort to strengthen the capacity for work. This research confirms previous findings and contributes to our understanding that the enabling state capacity reinforcement governance emphasizes labour market performance (Nordlund, 2000; Becker; 2000) and active responsibilities (Neil, 2004; Mead, 1986). These emphasizes suggest the old mold of eligibility to welfare as income maintenance was broken with "stingy" states that pursue activation reforms that target benefits that target personal responsibilities (Berrick, 2001; Kalish, 1991; Keizer, 2001; Mead, 1986; Neil) which may infringe (minorities) citizens rights to social and welfare benefits (Neil, 2004). This have something to do with public administrative discretion in dealing with individual beneficiaries and the recommodification<sup>1</sup> of labour that holds workers in bondage of market forces which may impair claimants' labour market participation, when looking at issues such as transition to work of young third-country immigrants and minority groups in enabling state capacity reinforcement governance setting

However, a number of limitations need to be considered. The study, for instance, has primarily concerned the 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

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<sup>1</sup> Recommodification of labour is a recent policy reforms that shows by providing a source of income outside of market exchanges, social welfare benefits are now tied to incentives and packaged in ways that increase the compulsion of work in other to meet one's basic needs. This is opposite to decommodification and make welfare benefit more like a commodity bought and sold purely in response to market forces (Neil, 2004; see Esien, 2019; 2020)

were in Czech language, but could use official English translations and support from colleagues. The study appears to support the argument for a change in capacity reinforcement activation governance in social and/or public assistance service delivery institutional context, especially to assist vulnerable people's transition to paid work. Further research should concentrate on young third-country immigrants' personal experience in the realm of social/public assistance related integration service delivery process.

In short, the enabling state capacity reinforcement governance is a new public assistance bureaucracy regulatory managerial device that targets benefits eligibility with capacity reinforcement activation programs and strict social control that steer young third-country immigrants' transition to work. If constraints in the course of implementation and regulatory management who crosses benefits threshold persist in enabling state capacity reinforcement governance, problems in transparency, inefficiency, lack of feasibility, and unequal opportunity may prevail not only to hinder minority groups of people labour market upward mobility, but may penalize "aesthetic" belongings, economic prosperity, and participatory open democracy in contemporary super diversity complex societies.

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