

University of Pécs
Faculty of Humanities and Social Sciences
Institute of Social Relations
Department of Community and Social Studies

**Social Policy MA
Employment Policy Specialization**

**Final Examination Topics
2025**

1. Describe the relationship between long-term economic structural changes, globalization, and the labour market

- Division of labour, economic interdependence, mass production
- Taylorism, Fordism, high-trust and low-trust systems, Post-Fordism (group production, flexible production)
- Neo-Fordism, automation, information technology, occupational segregation
- Information technology, knowledge economy, social capital, human capital
- Global production, international division of labour, child labour, sweatshops
- Theories of development (modernization theory, dependency theory, colonialism, world-system theory, state-centered theories),
- Current trends in the occupational structure (knowledge workers, multi-skilling, training on the job, homeworking, portfolio workers)

Giddens, A. (2009). Work and economic life. In A. Giddens & P. W. Sutton, *Sociology* (6th edition) (pp. 883–934). Wiley-Blackwell.

Giddens, A. (2009). Global inequality. In A. Giddens & P. W. Sutton, *Sociology* (6th edition) (pp. 521–574). Wiley-Blackwell.

Schultz, T. W. (1971). *Investment in human capital: The role of education and research*. Free Press.

Bell, D. (1973). *The coming of post-industrial society: A venture in social forecasting*. Basic Books. <https://archive.org/details/comingofpostind000bell/mode/2up>

2. Describe the relationship between the welfare state and the labour market

- Politics, government, state, nation-state
- Authoritarianism and democracy, citizenship rights, decommodification
- Theories of the welfare state, welfare dependency
- Labour market exclusion, service exclusion

Giddens, A. (2009). Poverty, social exclusion and welfare. In A. Giddens & P. W. Sutton, *Sociology* (6th edition) (pp. 475–520). Wiley-Blackwell.

Giddens, A. (2009). Politics, government and social movements. In A. Giddens & P. W. Sutton, *Sociology* (6th edition) (pp. 985–1028). Wiley-Blackwell.

Esping-Andersen, G. (1990). *The three worlds of welfare capitalism*. Princeton University Press.

3. Describe the basic concepts of the labour market

- Free market and redistribution
- Strikes, trade unions, collective bargaining agreements

- Sex and gender differences in work, wage-gap
- Occupational segregation, part-time work,
- Job insecurity, the social significance of work
- Unemployment, the experience of unemployment
- Labour market exclusion, social exclusion
- Informal economy

Giddens, A. (2009). Work and economic life. In A. Giddens & P. W. Sutton, *Sociology* (6th edition) (pp. 883–934). Wiley-Blackwell.

Giddens, A. (2009). Poverty, social exclusion and welfare. In A. Giddens & P. W. Sutton, *Sociology* (6th edition) (pp. 475–520). Wiley-Blackwell.

Spicker, P. (2006). *Liberty, equality, fraternity*. Policy Press.

<https://doi.org/10.51952/9781847421647>

4. Describe employment policy strategies and tools for labour market integration. Analyse the role of active and passive labour market policies in tackling unemployment and describe international practices to promote the employment of disadvantaged groups.

- The concept and purpose of active and passive labour market policies
- The main instruments of active policies (training programs, wage subsidies, business promotion programs, public works)
- The main instruments of passive policies (unemployment benefits, income replacement benefits)
- The interaction and challenges between the two policies
- Programmes and instruments to support the integration of disadvantaged groups (e.g. low-skilled, disabled, young people, older workers) into the labour market in different countries
- International examples and good practices in employment policy

Bonoli, G. (2013). *The origins of active social policy*. Oxford University Press.

OECD. (2021). *Activating jobseekers: Lessons from seven OECD countries*.

5. Describe the concept of employability, its historical evolution and its role in labour market policies. Analyse the impact of activation strategies, work-based society and workfare models on reducing unemployment and the sustainability of welfare systems.

- Interpretation of the concept of employability and its international applications
- The role of employability in the European Employment Strategy
- Activation strategies and transformation of welfare systems
- Workfare models and the principle of "work instead of benefit"
- Effects of employability policies on reducing unemployment

Lødemel, I., & Moreira, H. (Eds.) (2014). *Activation or workfare? Governance and the neo-liberal convergence*. Oxford University Press.

European Commission. (2019). *Employment and social developments in Europe*.

Bambra, C. (2005). *Work, worklessness, and the political economy of health*. Oxford University Press.

6. Analyse the relationship between human resource management (HRM) and employment policy, with a particular focus on labour market trends and employee well-being. Describe the role of HRM in matching supply and demand in the labour market, as well as the different challenges of the corporate and social sectors.

- The interaction between HRM and employment policy
- Evolution of labour market trends and HRM strategies
- Job creation strategies and promotion of equal opportunities
- The role of employee well-being and diversity management
- Differences between HRM practices in the corporate and social sectors.

Boxall, P., Purcell, J., & Wright, P. (Eds.). *The Oxford handbook of human resource management*. Oxford University Press.

7. Analyse the factors influencing the success of local employment initiatives and describe the operation of support systems! Examine the political, economic, and social factors that determine the effectiveness of local employment programs, and describe the various models of the distribution of support resources.

- The role of local employment initiatives in regional economic development
- Political factors influencing success: government regulation, decentralization, social partnership
- Economic factors: local industry structure, investment environment, labour market demand and supply
- Social factors: demographic changes, social capital, the role of civil organizations and the social economy
- Main models of support systems: central and regional resources, EU funding, cooperation between the public and private sectors
- International examples for funding local employment initiatives and ensuring their sustainability

ILO. (2020). *Decentralization and local governance for employment promotion*.

Dammayr, M. (2019). *Local employment development and inclusive labour markets in Europe*. Springer.