

Evaluate, in depth, the three models of welfare as described by Esping-Andersen.

ECAY5004

2204887

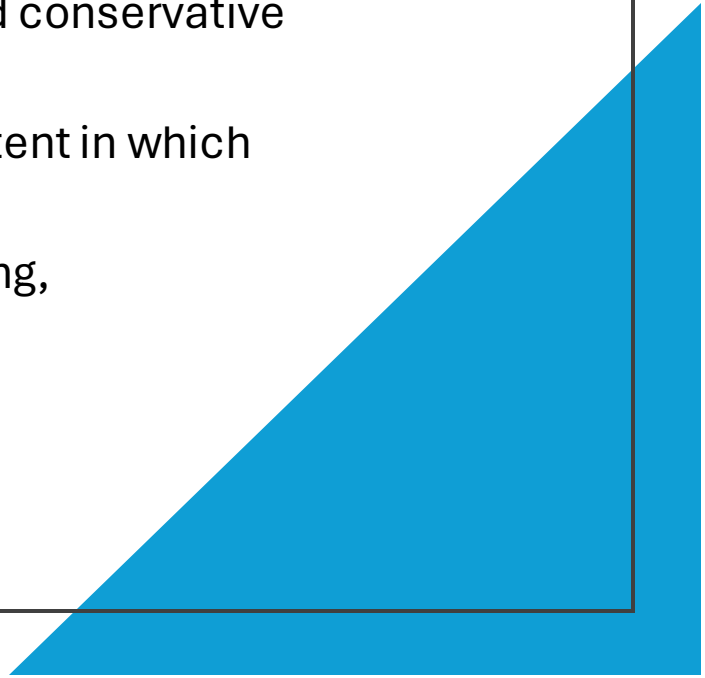
Assignment 2

Introduction:

- ❑ Evaluate the Esping-Andersen's three models of welfare in relation to disability.
- ❑ Incorporate Maslow's Hierarchy of needs when evaluating the three models.
- ❑ Analyse the *Welfare Reform Act 2012* and the capacity to work approach in relation to disability and welfare.

Esping-Andersen's: models of welfare

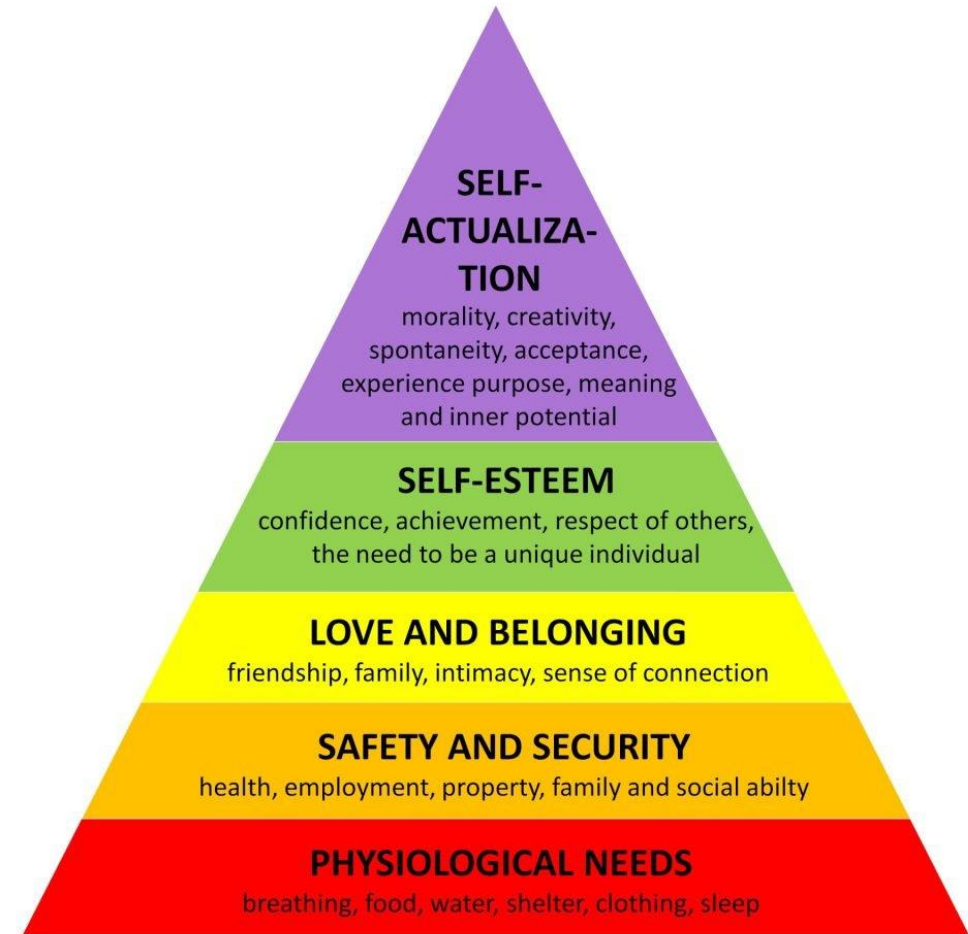
- The extent in which the state looks after the wellbeing of the people, through education, healthcare, housing and financial support (Smith, 2014, p. 107).
- Includes stability, prosperity, happiness (Greve, 2008, p. 51).
- There are three different types of welfare; liberal, social democratic and conservative corporate (Esping-Andersen, 1990, p.27).
- Welfare systems can be measured through decommodification; the extent in which welfare is linked to the market (Bambra, 2006, p.5).
- Criticisms regarding methodology and typology of his research (Deeming, 2017, p.405).
- Esping-Andersen (1990) work has and continues to be used for social research (Deeming, 2017, p.405).



Maslow's Hierarchy of Needs

- Basic to complex needs of an individual must be met to be the best version of themselves (Jackson *et al.* 2014, p. 439).
- An individuals want to achieve depends on if these factors are being met (Maslow, 1943, p.392).
- Healthcare and welfare support plays a vital role in this model (Jackson *et al.* 2014, p.439) as it makes up the physiological needs of an individual.
- Some argue the model is unreliable due to human nature (Lester, 2003, p. 17).

Image 1: Maslow's Hierarchy of needs.



(Simply Psychology, 2024, np).



Social Democratic Paradigm

- Equality through the redistribution of wealth through high taxation (Giddens and Sutton, 2017, p. 551).
- Reduces wealth inequality through education, healthcare and pensions (Van Voorhis, 2002, p. 4).
- Highly decommodified, meaning they are not influenced by the economy (Giddens and Sutton, 2017, p.550).
- High rates of decommodification creates a culture of dependency (Van Voorhis, 2002, p. 4; Esping-Andersen, 1990, p.15).



Conservative Corporative Paradigm

- Social insurance based on occupational income (Van Voorhis, 2002, p.4).
- Can be decommodified, however, the number of benefits received depends on the individual's social status (Giddens and Sutton, 2017, p.550).
- Welfare benefits are dependent on productivity levels, however, those in dire need will be looked after (Shizume, Kato and Matsuda, 2021, p.112).
- Means tested (Chung and Muntaner, 2007, p.329).



Liberal Paradigm

- Preserves income related class distinction (Van Voorhis, 2002, p.4).
- Welfare is commodified and sold through the market e.g. insurance (Giddens and Sutton, 2017, p. 550).
- Means tested (Chung and Muntaner, 2007, p.329).

The three paradigms and disability:

Social democratic paradigm and disability:

- Equality and solidarity through elevated employment rates obtained by government, capital and labour working cohesively (Lillesto and Sandvin, 2014, p. 45).
- Pioneered disability rights and has the potential to change how disability is approached (Deeming, 2014, p.595).
- Has higher health rates than other approaches (Chung and Mutana, 2007, p. 328; Bambra, 2006, p. 59).
- Protective nature of this paradigm offers a more equal and inclusive society (Chung and Mutana, 2007, p. 388).
- Despite disability rights being created there is still reduced numbers in the labour force (Lillesto and Sandvin, 2014, p. 45).
- Produces disability, individuals choose unemployment (O'Brien, 2015, p. 2).
- Low eligibility barriers and high financial aid (O'Brien, 2015, p.2).
- There is a need for stricter regulations e.g. Medical exams (Borsch-Supan, 2007, p. 11).

The three paradigms and disability:

Conservative-Corporatist:

- Aims to create social stability and loyalty, not to eliminate inequality (Giddens and Sutton, 2017, p.550).
- Functions on the stratification of the state, resulting in inequality to marginalised groups (Tschanz, 2018, p.26; Esping-Andersen, 1990, p.27).
- Does not offer opportunistic social structures within policy change and assistance (Tschanz, 2018, p.26).
- Decreases the value on disability rights due to the status orientation of conservatism (Waldschmidt, 2009, p.20).
- Creates a social stigma by relying on wage subsidies from employers creating tension (Scharle, Varadi and Samu, 2015, p.19).
- Strong institutionalised oppressive and paternalist practice towards those with a disability (Tschanz, 2018, p.30).
- Offer support to those in need whilst ensuring the system is not taken advantage of (Wearing, 1994, pp176-177).

Image 2: Soft on Welfare.



(New Zealand Centre for Political Research, 2019, np).



The three paradigms and disability:

Liberal Paradigm:

- Liberal welfare is an individual based approach in which individuals have freedom of choice within the economy rather than acting as a collective, e.g. taxpayers (Marston, Cowling and Bielefeld, 2016, p.401).
 - A functioning individual does not need aid from the government (Marston, Cowling and Bielefeld, 2016, p.401).
 - Liberal welfare creates a stigma surrounding the 'deservedness' of disability benefits using this reasoning to reduce funding welfare (Stafford *et al.* 2019, p.887; Marston, Cowling and Bielefeld, 2016, p.401).
 - Market solutions are sought after rather than involving the state (De Chenu, Daehlen and Tah ,2016 , pp. 404-405).
 - Adopts a neoliberal viewpoint of reorganizing and distributing those with a disability back into the labour market (De Chenu, Daehlen and Tah ,2016 , pp. 404-405).
 - Leaves those with disability with little support and stability (Grover and Piggott, 2015, pp.1 -5).
-



Welfare and Legislation: *Welfare Reform Act 2012*

- Increase employment, welfare use and the exploitation of the system (Gov, 2015, np).
 - Changed disability living allowance (DLA) to personal independence payment (PIP) (Gov, 2015, np).
 - Heightens the regulations with means testing, period requirements and mobility/living components (*Welfare Reform Act, 2012, c.5*).
 - The welfare system in the United Kingdom (UK) creates a dependent population (Makowiecki, 2014, p. 260).
 - The reform aims to focus aid onto those with disability that experience the highest barriers, rather than the type of disability (Gov, 2015, np).
-

Impact of the *Welfare Reform Act 2012*:

Image 3: Welfare for People with Disabilities.



- The Equality Impact Report by the DWP (2012, p.9) highlights those with less barriers but still with a disability will obtain reduced support.
- Decreases the amount tax-payers spend on individuals who are exploiting the system (Makowiecki, 2014, p. 260).
- Welfare system should promote individuals to improve their lives (Gov, 2015, np).
- The dependency of the welfare system on the country's economy suggests a level of unpredictability (Beatty and Fothergill, 2018, p.963).

(National Disable Welfare Association Nepal, 2024, np).



Capacity to work:

- The liberal and conservative- corporatist models , neoliberal approach to disability is the capacity to work; tests individuals physical and mental capacity to work (De Chenu, Daehlen and Tah ,2016 , p. 404).
 - Rather than aiding financially, looks to reorganize the workforce through policy and legislation to reduce strain on the system (Harris, Owens and Gould, 2012, pp. 824-825).
 - Rather than blaming, promoting and legally backing disability, employment is more effective approach (Shakespeare, Watson and Algaihb, 2017, p.22).
 - Undermines the individual and creates stigma such as undeserving and burden (Stafford *et al.* 2019, p.888).
-

Concluding thoughts:

- Esping-Andersen's three models of welfare are used extensively within research today, despite being criticised by other researchers (Deeming, 2017, p.405).
 - Research suggests the social democratic model of welfare offers a higher standard of living and safety, specifically to those living with a disability (Chung and Mutana, 2007, p. 328; Bambra, 2006, p. 59).
 - The liberal and conservative-constructivist fail to offer a secure support system (Stafford et al. 2019, p.887; Tschanz, 2018, p.26; Marston, Cowling and Bielefeld, 2016, p.401 Esping-Andersen, 1990, p.27).
 - The UK's *Welfare Reform Act 2012* has created stigma and barriers to accessing support (Stafford et al. 2019, p.888).
 - Using Maslow's (1943) theory of needs this would suggest the most basic needs are not being met or are just being met.
 - The social democratic model of welfare offers the most protection through decreasing inequality and offering high quality care (Giddens and Sutton, 2017, p. 551; Lillesto and Sandvin, 2014, p. 45; Van Voorhis, 2002, p. 4).
-

Bibliography:

- Bambra, C. (2006) 'Health status and the worlds of welfare', *Social policy and society*, 5(1), pp.53-62. DOI: /10.1017/S1474746405002721.
- Bambra, C. (2006) 'Research note: Decommodification and the worlds of welfare revisited', *Journal of European Social Policy*, 16(1), pp.73-80. DOI: [10.1177/0958928706059835](https://doi.org/10.1177/0958928706059835).
- Beatty, C. and Fothergill, S. (2018) 'Welfare reform in the United Kingdom 2010–16: expectations, outcomes, and local impacts', *Social Policy & Administration*, 52(5), pp.950-968. DOI: 10.1111/spol.12353.
- Benson, S., and Dundis, S. (2003) 'Understanding and motivating health care employees: integrating Maslow's hierarchy of needs, training and technology', *Journal of nursing management*, 11(5), pp.315-320. DOI: 10.1046/j.1365-2834.2003.00409.x.
- Börsch-Supan, A. (2007) *Work disability, health, and incentive effects*. MEA Discussion Paper no. 135-07. Germany: Mannheim Research Institute for the Economics of Aging . Available at: [Microsoft Word - 135_deckblatt.doc \(ssrn.com\)](#) (Accessed: 15/05/2024).
- Chung, H. and Muntaner, C. (2007) 'Welfare state matters: a typological multilevel analysis of wealthy countries', *Health policy*, 80(2), pp.328-339. DOI: 10.1016/j. Healthpol.2006.03.004.
- De Chenu, L., Dæhlen, D. and Tah, J. (2016) 'A critical comparison of welfare states and their relevance to people with an intellectual disability', *Journal of Intellectual Disabilities*, 20(4), pp.397-415. DOI: [10.1177/1744629515624613](https://doi.org/10.1177/1744629515624613).
- Deeming, C. (2014) 'Social democracy and social policy in neoliberal times', *Journal of Sociology*, 50(4), pp.577-600. DOI: [10.1177/1440783313492240](https://doi.org/10.1177/1440783313492240).
- Deeming, C. (2017) 'The lost and the new 'liberal world' of welfare capitalism: A critical assessment of Gøsta Esping-Andersen's the three worlds of welfare capitalism a quarter century later', *Social Policy and Society*, 16(3), pp.405-422. DOI: 10.1017/S1474746415000676.
- DWP. (2012) *Disability Living Allowance Reform: Equality Impact Assessment*. Available at: [Disability Living Allowance Reform - Equality impact assessment \(publishing.service.gov.uk\)](#) (Accessed: 16/05/2024).

- Esping-Andersen, G. (1990) *Three worlds of Welfare Capitalism*. New Jersey: Princeton University Press.
- Giddens, A. and Sutton, P. (2017) *Sociology*. (8th edn) Cambridge: Policy press.
- Gov. (2015) *2010 to 2015 government reform: welfare reform*. Available at: [2010 to 2015 government policy: welfare reform - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/policies/welfare-reform) (Accessed: 16/05/2024).
- Greve, B. (2008) 'What is welfare?', *Central European Journal of Public Policy*, 2(01), pp.50-73. Available at: [What-is-Welfare.pdf \(researchgate.net\)](https://www.researchgate.net/publication/312511111-What-is-Welfare) (Accessed: 10/5/2024).
- Grover, C. and Piggott, L. (2015) 'Disabled people work and welfare' In Grover, C. and Piaggott, L. (eds.) *Disabled people, work and welfare: Is employment really the answer*. Bristol: Policy Press, pp. 1-21.
- Gryaznova, O. (2013) *Factors affecting welfare attitudes in different types of welfare states: Personal interests and values*, Higher School of Economics Research Paper, No. WP BRP 18/SOC/2013. Available at: [Factors Affecting Welfare Attitudes in Different Types of Welfare States: Personal Interests and Values by Olga Gryaznova :: SSRN](https://www.ssrn.com/sol3/papers.cfm?abstract_id=2345678) (Accessed: 20/05/2024).
- Harris, S., Owen, R. and Gould, R. (2012) 'Parity of participation in liberal welfare states: Human rights, neoliberalism, disability and employment', *Disability & Society*, 27(6), pp.823-836. DOI: 10.1080/09687599.2012.679022.
- Jackson, J., Santoro, M., Ely, T., Boehm, L., Kiehl, A., Anderson, L. and Ely, E. (2014) 'Improving patient care through the prism of psychology: Application of Maslow's hierarchy to sedation, delirium, and early mobility in the intensive care unit', *Journal of critical care*, 29(3), pp.438-444. DOI: :10.1016/j.jcrc.2014.01.009.
- Lester, D. (2013) 'Measuring Maslow's hierarchy of needs', *Psychological reports*, 113(1), pp.15-17. DOI: 10.2466/02.20.PR0.113x16z.
- Lillestø, B. and Sandvin, J. (2014) 'Limits to vocational inclusion?: Disability and the social democratic conception of labour', *Scandinavian Journal of Disability Research*, 16(1), pp.45-58. DOI:10.1080/15017419.2012.735203.

- Makowiecki, B. (2014) 'Great Britain's Welfare Reform Act of 2012-Implementation Overview, Preliminary Impact, and Future Implications', *Int'l Law.*, 48 (3) , pp.243-270. Available at: [Great Britain's Welfare Reform Act of 2012 - Implementation Overview, Preliminary Impact, and Future Implications \(smu.edu\)](#) (Accessed: 18/05/2024).
- Marston, G., Cowling, S. and Bielefeld, S. (2016) 'Tensions and contradictions in Australian social policy reform: compulsory income management and the National Disability Insurance Scheme', *Australian Journal of Social Issues*, 51(4), pp.399-417. DOI: 10.1002/j.1839-4655.2016.tb01240.x.
- Maslow, A. (1943) 'A theory of human motivation', *Psychological Review*, 50(4), pp. 370–396. DOI: [10.1037/h0054346](#).
- National Disable Welfare Association Nepal. (2024) *Welfare for People with Disabilities*. Available at: [Welfare for People with Disabilities | National Disable Welfare Association Nepal \(ndwanepal.org.np\)](#) (Accessed: 20/05/2024).
- New Zealand Centre for Political Research. (2019) *Soft on Welfare*. Available at: [Soft on Welfare | NZCPR Site](#) (Accessed: 20/05/2024).
- O'Brien, R. (2015) 'Disability and the worlds of welfare capitalism', *Sociological Science*, (2), pp. 1-19. Available at: [socsci_v2_1to19.pdf \(sociologicalscience.com\)](#) (Accessed: 15/05/2024).
- Scharle, Á., Váradi, B. and Samu, F. (2015) *Policy convergence across welfare regimes: the case of disability policies*, WWWforEurope working paper, No. 76. Available at: [Policy convergence across welfare regimes: the case of disability policies \(econstor.eu\)](#) (Accessed: 20/05/2024).
- Shakespeare, T., Watson, N. and Alghaib, O. (2017) 'Blaming the victim, all over again: Waddell and Aylward's biopsychosocial (BPS) model of disability', *Critical Social Policy*, 37(1), pp.22-41. DOI: 10.1177/0261018316649120.
- Shizume, M., Kato, M. and Matsuda, R. (2021) 'A corporate-centred conservative welfare regime: three-layered protection in Japan', *Journal of asian public policy*, 14(1), pp.110-133. DOI: [10.1080/17516234.2020.1829834](#).
- Simply Psychology. (2024) *Maslow's Hierarchy of Needs*. Available at: [Maslow's Hierarchy of Needs \(simplypsychology.org\)](#) (Accessed: 9/5/2024).

- Smith, J. (2014) *Dictionary of Sociology*. (4th edn). Oxford University Press.
- Stafford, L., Marston, G., Beatson, A., Chamorro-Koc, M. and Drennan, J. (2019) 'Interpretative accounts of work capacity assessment policy for young adults with disabilities', *Disability & society*, 34(6), pp.885-903. DOI:[10.1080/09687599.2018.1561356](https://doi.org/10.1080/09687599.2018.1561356).
- Tschanz, C. (2018) 'Theorising disability care (non-) personalisation in European countries: comparing personal assistance schemes in Switzerland, Germany, Sweden, and the United Kingdom', *Social Inclusion*, 6(2), pp.22-33. DOI: [10.17645/si.v6i2.1318](https://doi.org/10.17645/si.v6i2.1318).
- Van Voorhis, R. (2002) 'Different types of welfare states-A methodological deconstruction of comparative research', *Journal of Sociology and Social Welfare*, 29 (4), pp. 3-18. DOI: 10.15453/0191-5096.2845.
- Waldschmidt, A. (2009) 'Disability policy of the European Union: The supranational level', *Alter*, 3(1), pp.8-23. DOI: 10.1016/j.alter.2008.12.002.
- Wearing, M. (1994) 'The effect of corporatism on contemporary public attitudes to welfare', *J. Soc. & Soc. Welfare*, 21(3), pp.175-199. DOI:10.15453/0191-5096.2167 .
- *Welfare Reform Act 2012*, c.5. Available at:[Welfare Reform Act 2012 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2012/12) (Accessed: 16/05/2024).