



Countering Oppositional Political
Extremism through Attuned
Dialogue: Track, Attune, Limit

An economic well-being behavioural toolkit

Deliverable No. 3.2

An economic well-being behavioural toolkit

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3	26/11/2024	Following the suggestions of the scientific coordinator (OU), this version 1) strengthens the narrative by enhancing the four-step guide to provide a clearer and more actionable framework, and 2) aligns the deliverable with the attunement model perspective within the OppAttune project.

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Executive Summary

Overview

Deliverable 3.2 presents a four-step behavioural well-being toolkit that reveals the complex links between job insecurity, behavioural biases, and the appeal of protectionist and extremist narratives. This toolkit forms a critical part of the attunement tools within OppAttune's broader mission to counter oppositional political extremism by addressing the socio-economic vulnerabilities that underpin these dynamics. Recognizing that job insecurity manifests in various forms, the toolkit narrows its focus to 11 key dimensions, including income security, digital transformation, skill utilization, opportunities for advancement, work-life balance, workplace support, employee participation, working conditions, job hierarchy, social capital, and access to benefits. By addressing these dimensions, the toolkit equips policymakers, employers, and civil society stakeholders with actionable strategies to mitigate the behavioral impacts of job insecurity and enhance democratic resilience.

Methodology

The deliverable employs a behavioral-economic framework to analyze the impact of job insecurity on economic well-being. Utilizing a novel and yet unpublished data form the Centre for the Development of Vocational Training (CEDEFOP), 2021 European Skills and Job Survey, we showed, using logistic regressions, that the 11 job-related dimensions are affecting job insecurity in the European Economic Area. Combining this result with insights drawn from existing studies, we show how these insecurities may affect individuals' behavior and well-being. Furthermore, we highlight how personal uncertainty, and social exclusion may amplify the appeal of radical political narratives. To ground these findings in practical solutions, the toolkit incorporates an evidence-based table (Box 2, page 12) detailing how each facet of job insecurity can foster extremism if left unaddressed. For each identified factor, targeted policy recommendations are provided to mitigate associated risks.

Outcomes

The toolkit underscores the importance of addressing job vulnerabilities to limit the spread of extremist and protectionist narratives. By fostering secure and resilient employment conditions, stakeholders can mitigate the psychological and economic drivers of alienation while promoting social cohesion. The report bridges two complementary components: 1) the Analysis (Section A) provides a detailed examination of how job insecurity affects economic well-being and amplifies extremist tendencies, highlighting 11 critical dimensions linked to these dynamics and 2) the Four-Step Behavioral Well-Being Toolkit (Section B) delivers actionable guidance through decision-making steps: Step 1: Diagnosis of vulnerabilities, Step 2: Checklist for understanding their manifestations, Step 3: Benchmarking effective policies and practices, Step 4: Implementing preventative actions. By addressing both the analytical and practical dimensions, this deliverable offers a comprehensive resource for policymakers, business groups, unions and wider civil society. The toolkit's application aligns with OppAttune's objectives to attune extreme narratives. Through this integrated approach, the deliverable strengthens democratic systems and contributes to a sustainable, inclusive, and resilient future.

Key terms and definitions

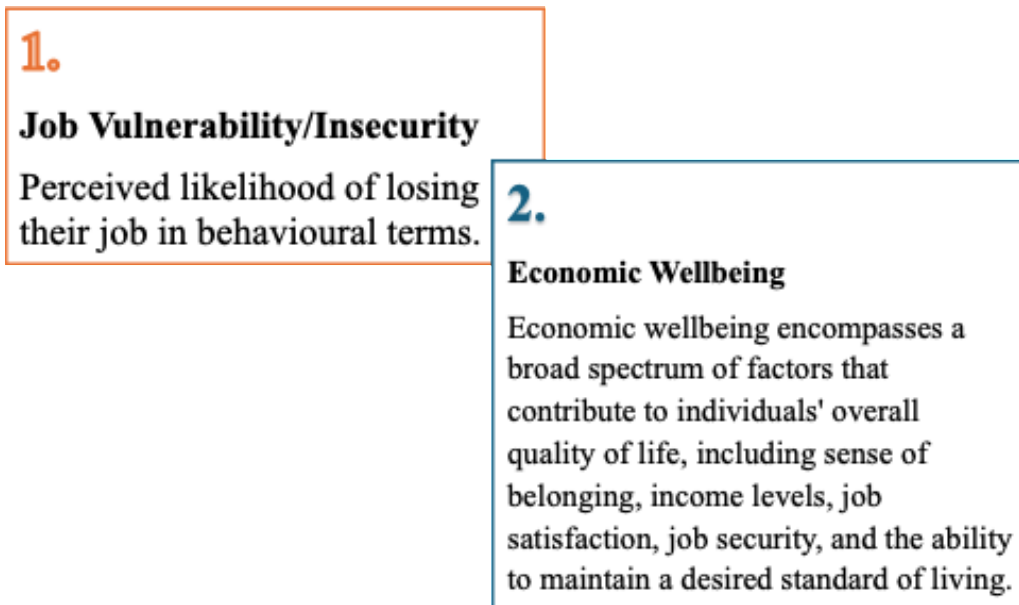


FIGURE 1 - 4 STEPS TOOLKIT REPRESENTATION



Section A: economic wellbeing, job vulnerabilities and everyday extremism

This toolkit aims to provide policymakers, business groups, unions and much wider civil society with actionable insights to mitigate the spread of extremist and protectionist narratives by addressing 11 determinants of job insecurity that directly impact economic wellbeing and probable behavioral biases in decision-making. In keeping with the wider methodology developed within OppAttune, this toolkit seeks to help employees, employers, researchers and policymakers by providing a framework for achieving the following aim.

Attune

Capacity for public dialogue by modelling how the evolution of extreme political narratives impact social and political dialogue

In an era of expansive economic globalization, understanding the dynamics of job vulnerability and its impact on economic wellbeing is essential for shaping resilient and inclusive labour markets as well as improving quality of life for the wider workforce. Job vulnerability, characterized by the risk of job loss for employers, has emerged as a significant concern in advanced industrial democracies. As globalization continues, the economic forces at play, especially offshoring and new technological trends, increasingly expose workers to new risks and uncertainties at the face of increasing demands from them, reshaping the contours of job security and economic wellbeing. An inevitable result is alienation and at times falling at odds with what is expected of them and what they can deliver.

Job vulnerability, a key instrument of insecurities leading to the appeal of extremist politics, is a complex phenomenon influenced by various factors, including geographical job availability, exposure to economic shocks, workplace conditions, and personal characteristics. According to Caselli et al. (2021), this vulnerability can be classified into cognitive and affective job insecurity. Cognitive job insecurity refers to the perceived likelihood of job loss, while affective job insecurity captures the emotional distress associated with the possibility of losing one's job. Their study highlights that cognitive job insecurity is significantly associated with affective job insecurity, indicating that the likelihood of job loss directly impacts the emotional distress experienced by workers. For this toolkit, a CEDEFOP 2021 survey question *Do you think there is any chance at all of you losing your main job in the next twelve months?* provided

for our operationalization of both cognitive and affective job insecurity. Job vulnerability would clearly promote behavioral biases, impacting on individual and economic wellbeing. Shoss (2017) emphasizes the psychological impact of job insecurity, noting that stress, decreased job satisfaction, and reduced well-being are common outcomes.

Economic wellbeing encompasses a broad spectrum of factors that contribute to individuals' overall quality of life, including sense of belonging, income levels, job satisfaction, job security, and the ability to maintain a desired standard of living. Stable employment is a cornerstone of economic wellbeing, providing not only financial stability but also access to benefits and opportunities for professional growth. Conversely, job insecurity can lead to financial stress, reduced consumer confidence, and diminished life satisfaction, adversely affecting both individuals and their communities (Helliwell and Huang, 2010; Sverke et al, 2002; De Witte et al, 2016). These outcomes, generated by job insecurity, may bias household's behavior, affecting their productivity, organizational citizenship behavior (Shin et al. 2019) and political attitudes (by Mughan, Bean, and McAllister, 2003).

This toolkit argues, under the Work Package 3: Re-Shoring, Protectionism, Governance, Deliverable 3.2: *An Economic Wellbeing Behavioral Toolkit* that job insecurity promotes behavioral biases that affects individual and household's decision-making, leading to impacts in their economic well-being, including their sense of belonging while facilitating the appeal of economically protectionist and politically extremist narratives. Therefore, the need to enhance job security, promoting stability and economic well-being, could reduce the spread of extremist and protectionist narratives.

The four-step behavioural well-being toolkit presented here provides a robust and actionable framework to address these challenges. By incorporating a sequential approach: **diagnosing** job vulnerabilities, using a comprehensive **checklist** to understand their specific manifestations, **benchmarking** policies and practices to identify effective solutions, and implementing **preventive actions**, the toolkit offers a practical pathway for stakeholders to counter the root causes of some labour-market related insecurities. Each step is designed to systematically address the factors that make protectionist and extremist narratives appealing, replacing them with evidence-based interventions that promote stability and resilience. This methodology not only equips policymakers and employers with the tools to reduce job insecurity but also creates a bulwark against the socio-political risks of alienation and radicalization, reinforcing democratic and inclusive systems aligned with the overall OppAttune's projects goals.

The interaction between job vulnerability, behavioral bias and economic wellbeing extends beyond individual experiences to broader societal implications. Economic shocks and globalization have intensified the international mobility of labour and capital, resulting in cultural insecurities and fears of being overwhelmed by foreign influences. These anxieties may promote behavioral biases that contribute to the rise of protectionist policies and nationalist rhetoric, which could ultimately hinder economic growth and exacerbate job vulnerability despite their purporting to protect domestic jobs. This shed further light onto the understanding of how economic shocks and globalization-induced changes in the labour market could affect workers' mental health and overall economic wellbeing (Bisbee et al., 2020).

The interplay between job insecurity and a fractured sense of belonging significantly impacts susceptibility to radical ideologies. When individuals perceive instability in their jobs—whether through wage disparities, limited career advancement, or inadequate workplace support, their sense of being integral to society can weaken, fostering resentment and alienation. This detachment is intensified by the psychological impact of job insecurity, as individuals may begin to view themselves as marginalized or overlooked. Radical ideologies often exploit such grievances, offering promises of inclusion, purpose, and recognition that mainstream society seems to withhold (Doosje et al., 2013). A perceived lack of belonging as well as alienation fuel not only grievances but act also as an attraction to narratives that frame society as fundamentally flawed or unjust. Addressing job-related vulnerabilities through fair wages, career development opportunities, and workplace support systems can counteract this trajectory by reinforcing individuals' connection to the societal fabric, reducing the appeal of extremist narratives that thrive on disillusionment and isolation (Campelo et al., 2018).

Moreover, the relationship between job vulnerability and economic wellbeing could pose notable consequences that can trigger extremism. As highlighted by Mughan, Bean, and McAllister (2003), job insecurity, driven by global economic transformations, can destabilize established political systems and fuel populist and anti-globalization sentiments. This dynamic is evident in various contexts, such as the rise of right-wing populism in South America and the increased political salience of job insecurity in the United States and Europe. The perceived threat to job security, amplified by globalization, undermines economic wellbeing by fostering financial anxiety and eroding job satisfaction.

Bisbee et al. (2020) further elucidated this relationship between globalization and job insecurity by demonstrating how exposure to local economic shocks, especially in vulnerable industries, activates anti-globalization and protectionist sentiments among workers. Their research shows that individuals that are predisposed to labour market risk are particularly sensitive to globalization's negative impacts, leading to heightened isolationist and nationalist attitudes. This phenomenon underscores the dual impact of material concerns and identity-based mechanisms in shaping political and economic responses to job vulnerability. We corroborate this finding in the methodological annex showing that economics shocks, exemplified as offshoring and new digital technologies are affecting individuals' feeling of job insecurity.

In sum, addressing job vulnerability requires a multifaceted approach that considers both the immediate economic impacts and the broader psychological and societal consequences. By fostering stable and secure employment conditions, policymakers and employers can enhance economic wellbeing and mitigate the adverse effects of globalization on workers. The European Economic Area is already experiencing a considerable level of job vulnerability. According to the CEDEFOP 2021, 40% of the workers surveyed expressed the fear that they would lose their job in the next 12 months. This raises the need to understand the causes of such vulnerabilities that may influence the spread of protectionist narratives that may evolve into political extremism. To counter these trends, it is imperative to implement policies that would address the root causes of job vulnerabilities and promote economic resilience as a response.

The following toolkit shows that job vulnerabilities would facilitate eleven key job-related measures. These measures also include public policies and companies' decisions amongst others that would influence economic wellbeing and individual behavior of workers. Box 1 presents these 11 measures taken from the CEDEFOP survey. By raising the importance of developing targeted policy interventions, we can enhance economic wellbeing and reduce job vulnerabilities, which could ultimately limit the spread of extreme and protectionist narratives. This toolkit provides a framework for policymakers and employers to develop and implement strategies that could promote economic stability and social cohesion as well as resilience of democratic societies.

Box 1: Dimensions of sources of job vulnerabilities

Income security: Ensuring fair wages and financial stability.

Digital transformation: Providing long-term employment opportunities

Skill utilization: Maximizing the use of workers' skills and talents.

Opportunities for advancement: Creating pathways for career growth.

Work-life balance: Promoting a healthy balance between work and personal life.

Workplace support: Ensuring a supportive and inclusive work environment.

Employee participation: Encouraging employee involvement in decision-making.

Working conditions: Enhancing a safe and supportive environment for workers.

Job hierarchy: Promoting good relationship with managers and supervisors.

Social capital: Building strong networks and community ties.

Access to benefits: Providing comprehensive employee benefits.

Building on the foundational elements outlined in Box 1, we further explore how each of these dimensions of job insecurity can influence individuals' social and psychological well-being. Job insecurity extends beyond mere financial concerns, impacting one's sense of inclusion and relevance within the broader society. When individuals perceive disparities in income, lack of advancement opportunities, or inadequate workplace support, they may experience a fractured sense of belonging. These conditions create vulnerabilities that extremist and protectionist narratives can exploit, promising security, recognition, and agency. Box 2 below links each element of job insecurity to grievances that can foster extremism. By strengthening supportive work environments and addressing job-related vulnerabilities, we can cultivate resilience against divisive ideologies and reinforce democratic and inclusive societies.

Box 2 - Job insecurity and Radicalisation

Dimension	Path to Radicalisation
Digital Transformation	Rapid technological changes can lead to job displacement and feelings of redundancy. Workers who feel "left behind" may develop grievances and a sense of exclusion, increasing susceptibility to anti-progress or nationalist extremist narratives.
Skill Utilization	When skills are underutilized or devalued, individuals may feel irrelevant or excluded, heightening resentment. This perceived marginalization can make them more receptive to extremist ideologies that criticize or reject societal or technological progress.
Opportunities for Advancement	Limited career growth prospects can lead to frustration and perceptions of stagnation, potentially fuelling animosity towards groups seen as hindering personal progress. This can increase openness to looking at competitors at the job market as the "other" and evaluate their progression due not to merit.
Work-Life Balance	A poor work-life balance isolates individuals, reducing their social networks and weakening social capital. This isolation can make people more vulnerable to ideologies that promise community and purpose that some extremist ideologies have been very skilled to convey.
Workplace Support	Insufficient workplace support creates a feeling of neglect and disconnection, reinforcing grievances and reducing resilience against extremist ideologies that offer a sense of belonging and validation.
Working Conditions	Unsafe or poor working conditions generate resentment and perceived disregard for employee welfare, contributing to grievances. This neglect can lead to susceptibility to extremist ideologies that advocate against perceived injustice.
Employee Participation	Limited participation in decision-making can create feelings of powerlessness, breeding frustration and detachment. Individuals may gravitate towards extremist ideologies that emphasize empowerment or systemic change.
Job Hierarchy	Rigid hierarchies with minimal transparency can make individuals feel undervalued, potentially heightening grievances. This detachment can drive support for ideologies that challenge existing power structures.
Social Capital	Limited social ties or poor relationships with colleagues increase isolation, which may make individuals more receptive to radical narratives that promise community or retribution.

Access to Benefits

Inadequate benefits can lead individuals to feel undervalued or marginalized, driving resentment. This perceived inequity makes extremist ideologies that advocate for social justice or protectionism appealing.

This toolkit is structured as follows: Section B starts by providing a framework for identifying potential issues that might affect workers experiencing job insecurity (step 1). This section outlines the primary symptoms and indicators of job-related vulnerabilities. Second (step 2) we offer a detailed checklist, consisting of targeted questions aimed at understanding the extent to which one or more of the 11 factors contribute to job insecurity. These questions are designed to help employers, policymakers, and researchers gain a deeper insight into the specific dimensions of job vulnerability within their contexts. At the step 3, we propose actionable steps based on established EU and finalize with step 4, a range of preventive actions for each of the 11 sources of job vulnerabilities. These recommendations aim to address the identified issues and enhance job security, ultimately contributing to improved economic well-being and reduced extremism. By following the structured approach in this toolkit, stakeholders can systematically address job insecurity and its broader socio-economic implications

Section B – Toolkit

Section B presents the four-step behavioural well-being toolkit, a strategic framework designed to tackle the multifaceted vulnerabilities that underpin labour-market insecurities and their potential to foster protectionist and extremist narratives. This toolkit progresses through a structured sequence: **diagnosing** the specific dimensions of job vulnerabilities, utilizing a detailed **checklist** to evaluate their presence and impact, **benchmarking** effective policies and practices to inform decision-making, and proposing **preventive actions** to address identified issues. Each step builds on evidence-based insights to create a systematic approach for reducing the socio-economic drivers of discontent and alienation. By applying this comprehensive methodology, stakeholders can counteract the appeal of radical narratives while promoting economic stability, resilience, and social cohesion. The toolkit is thus not merely a diagnostic tool but an active instrument for fostering inclusive democratic practices, in alignment with the broader goals of the OppAttune project.

1) Diagnostic of job vulnerabilities:

This diagnostic box provides a comprehensive way to identify if employees are experiencing job insecurity. The four factors taken from Shoss (2017) outlined below—lower productivity, lower job satisfaction, mental health problems, and high turnover/absenteeism—are key indicators that may arise in work environments, where job insecurity is present. It is important to note that while job insecurity can contribute to these issues, it may not be the sole factor. However, addressing job insecurity can significantly mitigate these problems and improve overall workplace well-being.

Box 3 – Diagnostic tools

<p>Lower Productivity:</p>	<p>Absenteeism/Turnover Rates:</p>
<p>Employees facing job vulnerability may lack the motivation to perform well, fearing that their efforts might not secure their positions. Observing trends in productivity metrics and performance reviews can help identify these issues early.</p>	<p>High absenteeism and turnover rates are significant indicators of job dissatisfaction and insecurity. Regularly reviewing attendance records and exit interviews can provide insights into the underlying causes of these trends.</p>
<p>Job Satisfaction:</p>	<p>Mental Health Problems:</p>
<p>Regularly conducting employee engagement surveys and creating platforms for open feedback can help assess job satisfaction levels. Understanding employees' concerns about job security can guide interventions to enhance their sense of stability and commitment.</p>	<p>Offering mental health support and monitoring usage patterns can highlight job-related stress issues. Providing a supportive environment and resources for mental health can mitigate the adverse effects of job vulnerability.</p>

2) Checklist

This diagnostic checklist is designed to help organizations identify job insecurity factors affecting employees. It provides a comprehensive overview of 11 critical areas. Each area includes key questions to assess current conditions and identify potential issues. Regular use of this checklist can help create a more secure, supportive, and productive work environment.

Box 4 – Checklist Guidelines

Checklist	Guideline
Income Security	<p>Are employees satisfied with their current wage levels compared to industry standards?</p> <p>Is there a transparent and regular process for wage reviews and adjustments?</p> <p>Is there equal payment between genders?</p>
Digital Transformation	<p>Are employees receiving adequate training to keep up with digital advancements?</p> <p>How do employees perceive the impact of digital transformation on their job security?</p> <p>Are there clear strategies in place to integrate digital tools without displacing workers?</p>
Skill Utilization	<p>Do employees feel that their skills and talents are being fully utilized in their roles?</p> <p>Is there a regular assessment to identify and address skill gaps?</p> <p>Are there opportunities for employees to apply and develop their skills further?</p>
Opportunities for Advancement	<p>Are there clear and accessible career progression paths?</p> <p>Do employees feel they have opportunities for promotion and career development?</p> <p>How often are career advancement opportunities communicated to staff?</p>
Work-Life Balance	<p>Do employees feel they can maintain a healthy balance between work and personal life?</p> <p>Are there policies in place to support flexible working arrangements including childcare and wider care-giving needs?</p> <p>How regularly are benefits reviewed and updated?</p>

<p>Workplace Support</p>	<p>Do employees feel they have access to the support they need from management and colleagues or are they alienated even feeling discriminated? Do employees have the resources and environment they need to perform their jobs effectively? How are workplace support systems evaluated and improved over time?</p>
<p>Employee Participation</p>	<p>Do employees feel their opinions and feedback are valued in organizational decisions? Are there regular opportunities for employees to participate in decision-making processes? How are suggestions and feedback from employees incorporated into company policies and practices?</p>
<p>Working Conditions</p>	<p>Do employees feel they can maintain a healthy work-life balance? Are there policies in place to support flexible working arrangements? Is there a mechanism for reporting and addressing workplace issues promptly?</p>
<p>Job Hierarchy</p>	<p>Are working conditions regularly assessed for safety and supportiveness? Do employees feel they have the necessary resources to perform their jobs effectively? Is there a culture of continuous learning and development?</p>
<p>Social Capital</p>	<p>Do employees have positive and supportive relationships with their managers and supervisors? Are supervisors trained in effective leadership and communication skills? How often are team-building activities conducted to strengthen workplace relationships?</p>
<p>Access to Benefits</p>	<p>Are employees satisfied with the range and quality of benefits provided? Is there regular communication about the availability and updates of employee benefits? How often are benefit programs reviewed and updated to meet employees' needs?</p>

3) Benchmark

The following box 5 provides a detailed overview of key labour policies and their dimensions. This table serves as a critical resource for understanding the various regulations and frameworks that aim to enhance worker rights, promote fair employment practices, and support economic wellbeing.

Box 5 – Benchmark Guidelines

Checklist	Benchmark
Income Security	An Economy that Works for People: Affirms the principle that the minimum wage should ensure a decent standard of living, with measures to enhance access (European Commission, 2024).
Digital Transformation	Digital Education Action Plan: Fostering the development of a high-performing digital education ecosystem (European Commission, 2021).
Skill Utilization	European Skills Agenda: A five-year plan to help individuals and businesses develop more and better skills and to put them to use (European Commission, 2016).
Opportunities for Advancements	Skills for Life Action, European Skills Agenda released in July 2020. The European Skills Agenda is a five-year plan to help individuals and businesses develop more and better skills and to put them to use (European Commission, 2020).
Work-Life Balance	

	<p>Work-Life Balance Directive (EU) 2019/1158. The Directive introduces a new carers' leave, and the possibility to request a flexible working arrangement to care for a child or a loved one. The legislation also strengthens employment protection provisions related parents and carers taking certain family or thematic leaves or who have reduced their working time (Directive 2019/1158).</p>
Workplace Support	<p>European Social Funds Plus The ESF+ aims to support employment, education, skills development, and social inclusion. It finances training programs to help workers adapt to changing job requirements and foster social capital. Relevant Directive/Framework: Regulation (EU) 2021/1057 establishing the European Social Fund Plus (ESF+) (European Commission, 2021).</p>
Employee Participation	<p>Harvard Business School curriculum suggests managers involve their team in decision-making, enhancing trust and involvement (Landry, 2020)</p>
Working Conditions	<p>OSHA EU European Agency for Safety and Health at Work, Safety and health in micro and small enterprises in the EU: from policy to practice (European Risk Observatory, 2018).</p>
Job Hierarchy	<p>Eurostat: High degree of job autonomy People having some or a large influence on content and order of tasks in the main job can be assumed to have a high degree of autonomy at work. By contrast, workers having little or no impact on content and order of tasks are presumed to have a low degree of job autonomy (Eurostat, 2019).</p>
Social Capital	<p>The European Employment Strategy (EES) dates back to 1997, when the EU Member States undertook to establish a set of common objectives and targets for employment policy. Its main aim is the creation of more and better jobs throughout the EU (European Commission, 1997)</p>
Access to Benefits	<p>Platform Work Directive With this directive, up to 40 million platform workers in the EU will have access to fair labour conditions. This historic deal will give them dignity, protection and rights. It will correct bogus self-employment and prevent unfair competition and protect true self-employment (European Commission 2024).</p>

4) Preventive actions

The box 6 below highlights a comprehensive preventive action designed to address challenges related to workforce inclusion, security, and well-being.

Box 6 – Prevention Guidelines

Checklist	Preventive action
Income Security	Ensuring equal wages that considers all diversities in the workforce by setting transparent pay structures.
Digital Transformation	Providing skills training programmes focusing on digital literacy and advanced IT skills, supporting life-long learning in response to fake news and deepfakes.
Skill Utilization	Developing targeted training programmes, which address skills mismatches and elucidate advancement is due to merit but not ascription.
Opportunities for Advancements	Creating clear pathways for career growth, including mentorship programmes that would break alienation among the workforce.
Work-Life Balance	Implementing a flexible work-arrangement structure, with remote-work options and more flexible hours that would both cater for security and comfort at ones' work and life.
Workplace Support	

	Establishing support systems within the organisation such as peer support networks and regular team-building activities once again preventing alienation and related grievances that may pose threats existing political systems under the appeal of extremist ideas.
Employee Participation	Encouraging employee involvement in decision-making through elected employee representatives to break alienation and exclusion leading to feelings of insecurity.
Working Conditions	Conducting regular safety checks and audits, while providing comprehensive health training.
Job Hierarchy	Providing open communication channels between the employee and the management and promoting management training serving alienation and exclusion that may increase insecurities and proneness to a rejection of equality and diversity regimes.
Social Capital	Building strong networks and community ties, by organising team activities and professional networking events indoor to boost an environment where common challenges are debated rather than pushing workers into isolationism.
Access to Benefits	Offering comprehensive employee benefits package including health insurance, paid leave, retirement plan and other advantages.

Conclusion

In conclusion, addressing job vulnerability is critical not only for sustaining economic well-being and fostering a sense of belonging but also for preventing the proliferation of extremist and protectionist narratives. As this deliverable underscores, socio-economic insecurities such as job stagnation, lack of opportunities, and exclusion are often leveraged to fuel divisive ideologies, destabilizing democratic institutions and social cohesion. The four-step behavioural well-being toolkit presented here offers a structured and evidence-based approach to addressing these challenges by equipping stakeholders with the tools to systematically diagnose and mitigate job vulnerabilities.

The toolkit operates through a sequential process: diagnosing vulnerabilities, utilizing a comprehensive checklist to evaluate their manifestations, benchmarking effective policies and practices to identify actionable insights, and implementing targeted actions to enhance economic stability. This framework not only addresses immediate labour-market challenges but also tackles the deeper structural and psychological conditions that allow extremist narratives to thrive. By promoting income security, facilitating digital transformation, ensuring skill utilization, and enhancing workplace support, the toolkit directly contributes to stabilizing employment conditions and fostering worker resilience, reducing the appeal of protectionist ideologies.

This analysis also highlights the urgency of intervention, as evidenced by findings such as the CEDEFOP survey, which revealed that 40% of workers in the European Economic Area fear job loss within the next 12 months. These levels of insecurity underscore the need for immediate, targeted action to address the root causes of labour-market vulnerabilities. The toolkit offers policymakers, employers, and researchers a practical and replicable model to counteract these socio-economic grievances, ensuring that workers feel secure, valued, and included in the economic and social fabric of their communities.

Aligned with the core objectives of WP3: Reshoring, Protectionism, and Governance, the toolkit addresses the interplay between economic policies and extremist narratives, providing actionable pathways to attune the evolution of everyday extremism. By bridging the gap between socio-economic vulnerabilities and divisive ideologies, it offers a proactive means to protect democratic processes and strengthen resilience against polarization.

Ultimately, fostering stable and secure employment conditions is not merely an economic imperative but a democratic one. Mitigating the adverse effects of globalization on workers, enhancing economic resilience, and reducing the structural footholds for extremist ideologies are essential steps toward a more inclusive and cohesive society. This four-step toolkit empowers stakeholders to create environments of trust and inclusion, reinforcing the foundations of democracy and paving the way for a sustainable, resilient, and equitable future.

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Methodological annex

Impact of country policies and economic shocks on individuals' and households' behavioural biases

This toolkit aims to provide policymakers with actionable insights to mitigate the spread of extremist and protectionist narratives by addressing 11 determinants of job insecurity in face of offshoring and technological advancements. This annex aims to demonstrate compelling evidence of 1) the impact of economic shocks in job vulnerabilities and 2) how these 11 job-related factors significantly influence individuals' perceptions of job loss that justify the needs for this document.

Utilizing data from the Second European Skills and Job Survey conducted by the European Centre for the Development of Vocational Training (CEDEFOP), econometric techniques, specifically logistic regressions, were employed. This methodology was chosen following that the dependent variable consists of only two possible outcomes (possibility of lose the job in the next 12 months: yes or no), making it binomial in nature (Greene, 2003). Each model was controlled for demographic variables including age, gender, industry type, and employment contract status, ensuring robust analysis of the factors shaping perceptions of job insecurity. Also, all the results displayed was conducted with robust standard errors clustered by country. This method was selected to address potential heteroscedasticity in the data resulting from clustering by country.

The logistic regression results, detailed in both accompanying tables, highlight significant odds ratios (O.R.) for each predictor variable across 13 distinct models. These ratios indicate the likelihood of individuals responding affirmatively to concerns about job loss, with values below 1.00 suggesting a lower probability of perceiving job insecurity and vice-versa for values higher than 1.00.

Table 1 shows that in companies engaging in offshoring and adopting new technologies, workers are, on average, more likely to express job insecurity (O.R above 1.00). This result corroborates the argument that economic shocks are affecting job vulnerabilities.

Table 2 shows how job-related factors such as skills mismatch, use of digital technology, job security, promotion/career prospects, pay and benefits, work conditions, interest in work, work-life balance, training provided, relations with supervisor/manager, and relations with colleagues generally show protective effects against job insecurity (O.R. below 1.00). This suggests that favorable job conditions and opportunities reduce perceived job vulnerability. It is important to highlight that some of these factors, showed here that influence job insecurity, and therefore, economic wellbeing, can be identified as country policies, e.g. pay and benefits, job security and work conditions.

These findings underscore the intricate interplay between employment arrangements, demographic characteristics, and job-related variables in shaping individuals' perceptions of job insecurity. Such insights are indispensable for crafting targeted policy interventions aimed at fostering economic stability and resilience across diverse workforce segments.

Predictors	Model 1	Model 2
	(Offshoring)	(New Technologies)
	O.R	O.R
Intercept	0.86 **	1.01
Fixed-term/temporary	4.05 ***	4.03 ***
No contract	1.54 ***	1.53 ***
Female	0.85 ***	0.83 ***
Age	1.00	0.99 *
Agriculture/Industry	0.91 *	0.92
Public Sector, Education, Health	0.48 ***	0.47 ***
Offshoring	2.05 ***	
New Technology		1.13 **
Observations	30576	30583

* $p < 0.05$ ** $p < 0.01$ *** $p < 0.001$

Predictors	Model 1	Model 2	Model 3	Model 4	Model 5	Model 6	Model 7	Model 8	Model 9	Model 10	Model 11
	O.R	O.R	O.R	O.R	O.R	O.R	O.R	O.R	O.R	O.R	O.R
Intercept	2.71 ***	2.47 ***	5.44 ***	2.54 ***	2.61 ***	3.08 ***	2.85 ***	2.75 ***	2.30 ***	2.87 ***	3.24 ***
Fixed-term/temporary	3.78 ***	3.78 ***	3.42 ***	3.82 ***	3.88 ***	3.92 ***	3.91 ***	3.90 ***	3.87 ***	3.99 ***	3.94 ***
No contract	1.35 **	1.38 **	1.23	1.37 **	1.38 **	1.39 **	1.37 **	1.42 **	1.39 **	1.43 **	1.39 **
Female	0.81 ***	0.81 ***	0.81 ***	0.79 ***	0.78 ***	0.80 ***	0.83 ***	0.82 ***	0.81 ***	0.82 ***	0.82 ***
Age	0.99	0.99 *	0.99 *	0.99 **	0.99 **	0.99 **	0.99 *	0.99 *	0.99 *	0.99 **	0.99 *
Agriculture/Industry	0.92	0.90 *	0.91	0.91	0.92	0.90 *	0.91	0.92	0.91	0.90 *	0.91
Public Sector, Education, Health	0.50 ***	0.48 ***	0.50 ***	0.48 ***	0.47 ***	0.47 ***	0.49 ***	0.49 ***	0.49 ***	0.47 ***	0.47 ***
Skills Mismatch	0.87 ***										
Use of Digital or PC Tech		0.89 ***									
Job Security			0.80 ***								
Promotion/Career Prospects				0.88 ***							
Pay and Benefits					0.88 ***						
Work Conditions						0.86 ***					
Interest in Work							0.87 ***				
Work-life Balance								0.87 ***			
Training Provided									0.89 ***		
Relations w/ supervisor/manager										0.87 ***	
Relations w/ colleagues											0.87 ***
Observations	30623	30622	30622	30621	30622	30624	30620	30621	30620	30621	30621

* $p < 0.05$ ** $p < 0.01$ *** $p < 0.001$

