

POLICY CHALLENGE 4: MODELS OF WORK

- Models of work differ significantly between member states and will become even more individual in the future. Simplistic solutions will fall short of meeting the needs of the future labor market.
- Our expectations of job stability will likely have to be lowered. To make up for the loss in consistency, people should be better prepared for a changing environment to make sure that job instability does not mean economic insecurity.

Cookie cutter solutions will kill the European project

Copy-pasting certain models of work - for example the U.K.'s ultra-flexible system or the much-acclaimed German model - would be counterproductive in member states with a completely different economic make-up, such as the southern member states.

A new kind of security

Security in its traditional meaning, i.e. the entrenchment of inflexible rights will not return. A return to this kind of stability would even be counterproductive given ever shorter economic cycles and more rapid technological advances. Confidence and preparedness in the face of changing circumstances should be the goal of future-oriented policies.

Nonetheless, labor rights require attention as union coverage is dropping across member states. One initiative discussed is the proposal of a law in Spain to harmonize all work contracts to create single type of contracts and providing access to proportionally equitable rights and duties.

Relaunching a **new culture of a learning society in Europe** is of strategic interest to all EU member states. Europe is uniquely placed to become a global champion of the culture of change needed to comfortably navigate, steer and adjust to the fast-paced changes dictated by the digital economy.

A serious expansion of high quality vocational training

A co-founded public-private system of vocational training could help expand learning opportunities without breaching budgetary limits.

Human capital in the 21st century

Technological change demands a change in social and cultural norms and mindset that could be aided by state sponsored sensitization policies.

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Job mobility, means job insecurity to people, it is scary and we have not managed to frame anything but a stable full-time job as reflecting success

In Italy if you have a short-term contract most unions will show you the door as their members are full-time, long-term contract holders — they are no longer representing the weakest and most vulnerable employees in our societies!

In Spain we have over-skilled people with high education degrees working low skilled jobs as we have the perception that if you do not go to university you are immediately a failure.

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