



## Generational Approach to Work



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Research in Economic, Social and Human Sciences

Generations at Work - Les Générations face au Travail  
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## Issues to be addressed...

- « It would be interesting to show how, *now* and in the *future*, the issue of **generations at work** (*in all its diversity*) finds its place in the **European Research**. »
- Why is the « generational approach to work » relevant to the EU?



## Why is «Generational Approach to Work» relevant to EU?


- «Generations at work» mainly addressed from one of its angles (either work- or age-related).
  - Each of them is important and relevant; interaction between them has more policy relevance.
  - Originality of SPReW is to integrate intra-generational research.
- Multi-dimensional (with individual and collective aspects of work & employment) and many policies involved: e.g. employment, education, demography, social inclusion.



## Why is «Generational Approach to Work» relevant to SSH?

- The SSH research is problem oriented and policy relevant at the same time.
- SSH addresses major challenges facing EU and the World :
  - growth, employment, competitiveness, knowledge society (*Lisbon Agenda* on "Growth and Jobs"). Activity 1
  - major trends in Society: demography, quality of life, cultural interactions (*Social Agenda* 2005-2010). Activity 3
- A fair balance between economic, social, cultural and political issues and aspects.




*FP7 - Cooperation Specific Programme*

**Theme 8. Socio-Economic Sciences and the Humanities**

- Growth, employment and competitiveness in a knowledge society
- Combining economic, social and environmental objectives in a European perspective
- Major trends in society and their implications
- Europe in the world
- The citizen in the European Union
- Socio-economic and scientific indicators
- Foresight activities

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## Where is «Generational Approach to Work» addressed in SSH research?

- Research **Results** (FP5 & FP6)
  - Employment Policy Priorities & EU Employment Strategy
  - EU Research Portfolio on Family, Ages, Work & Inclusion (Policy Reviews & Portfolio of Ongoing SSH Research)
- Research **Orientations** in the new policy context (FP7)
  - Policy Context for FP7: Renewed Social & New Demographic Agenda
  - Research Orientations on **Work** and **Intergenerational**


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**Employment Policy Priorities**

**European Employment Strategy**

**jobs, jobs, jobs!**  
(Kok Report, 2003)

**3 EMPL Priorities**

- More jobs
- Better jobs
- Jobs for all

**EES**

**10 EMPL Guidelines**

FULL employment (>70%)  
**quality & productivity at work**  
**social cohesion and inclusion**

**Knowledge Society**

- ICTs as drivers of economy
- Life Long Learning (LLL)
- Employability: new (e)Skills; Adaptability to change = opportunities + also threats

NB: Since 1/11/2004 = DG for  
**Employment, Social Affairs and Equal Opportunities**

**Social cohesion/inclusion/protection**    **Equal opportunities/non-discrimination**  
**Horizontal issues:** Social OMC    **Sectoral issues:** Gender, disabled, elderly & ethnic minority

**Employment Policy Priorities**

**10 EMPL Guidelines**

**3 Priorities**

- **More jobs:** FULL employment
- **Better jobs:** quality & productivity at work
- **Jobs for all:** social cohesion and inclusion

1. Intrinsic job quality
2. Skills, LLL & career development
3. Gender equality
4. Health & safety at work
5. Flexibility & security (> Flexicurity)
6. Inclusion and access to LM
7. Work organisation & Work-Life Balance
8. Social dialogue & worker involvement
9. Diversity & non-discrimination
10. Overall work performance (Productivity, high living standards & skill levels)

**30 indicators**

Policy priorities are reflected in the research portfolio on Employment

**4 Policy Reviews on FP5 socio-economic research**

<u>Context</u>	<u>Content</u>
1. "Family and welfare"	3. "Quality of work"
2. "Education"	4. "Employment and unemployment"

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## FP6 Portfolio of Recent/Ongoing SSH Research on issues of *Family, Ages, Work & Inclusion*

**Work-related family issues**

Demography: **repro**, **DIALOG**

Generational approach: **SPReW** to Social Patterns of Relation to Work

**JOB MOB AND FAM LIVES**

**RECWOWE**

**FeMiPol**

**Focusing on Age Groups**

**UP2YOUTH** Youth - actor of social change

**SHARE** Survey of Health, Ageing and Retirement in Europe 50+ in Europe

**ActivAge**

**Social Inclusion**

**OSIS** Housing Origins of Security & Insecurity

**KASO** Kinship And Social Security

**FEMAGE** Needs for female immigrants and their integration in ageing societies

**profit** Policy Responses Overcoming Factors in the Intergenerational Transmission of Inequality

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## Ongoing FP6 Projects on Demography and Family issues

**Demography & Fertility**

- FP5: **DIALOG - Population Policy** Acceptance Study  
- <http://www.bib-demographie.de/ppa/IndexDialogStart.htm>
- FP7: **REPRO: Reproductive decision-making** in a *micro-macro* perspective  
- [www.oeaw.ac.at/vid/repro](http://www.oeaw.ac.at/vid/repro)

**Work-related family issues**

- FP6: **SPReW- Generational approach** to Social Patterns of Relation to Work  
- <http://www.ftu-namur.org/sprew/fr-index.html>
- FP6: **RECWOWE - Network of Excellence** on Reconciling **Work and Welfare** in Europe (Including Family/work/Employment régimes)  
- <http://www.recwowe.eu>
- FP6: **JobMob and FamLives - Job Mobilities** and Family Lives in Europe Modern Mobile Living & its Relation to **Quality of Life**  
- <http://www.jobmob-and-familives.eu/> **[NB: Final Conference on 17/10/2008!]**
- FP6: **FEMIPOL - Integration of Female Immigrants** in Labour Market & Society  
- <http://www.femipol.uni-frankfurt.de/>

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## Ongoing FP6 Projects on Demography and Family issues

### FP6 Research Focusing on Youth

- **WELLCHI NETWORK** - The Well-Being of **Children**: The Impact of Changing Family Forms, Working Conditions of Parents, Social Policy and Legislative Measures

- <http://www.cimur.org/webs/wellchi/>



- **UP2YOUTH** - **Youth** - actor of social change (Young Parenthood - Minority Youth - Youth Participation)

- <http://www.up2youth.org/> **[NB: Final Conference on 5/3/2009!]**



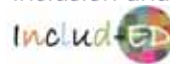
- **TRESEGY** - Transnational Research on **SEcond Generation Youths**: experience of inclusion and exclusion in the public sphere among second generation migrated teenagers

- <http://www.treseguy.eu/>



- **INCLUD-ED** - Strategies for inclusion and social cohesion in Europe from education

- <http://www.ub.edu/includ-ed>



- **CIVICWEB** - Young People, the Internet and Civic Participation

- <http://www.CIVICWEB.eu>

## Policy Context for FP7: Renewed Social Agenda

- Policy Relevance: «Renewed Social Agenda» (end June 08)
  - Strengthen the contribution of social policies to EU's competitiveness: «Active Inclusion» (social «feeding *in*»)
  - Strengthen the social component of the Lisbon strategy in order to improve social cohesion (social «feeding *out*»)
- EU Social Policy requests greater involvement of the **scientific community** and reinforcement of the analytical tools
  - stronger links with **ongoing research activities** will also contribute to developing knowledge- and evidence-based policies
  - strengthen existing EU wide surveys with specific focus (*transition from work to retirement; material deprivation; migrants situation*)
  - enhanced statistical capacity and data collection.



## Policy Context for FP7: Strengthened Demographic and Social Mainstreaming

March 2005: Green Paper "Confronting demographic change: a **new solidarity between generations**", describing recent demographic trends

- calling for better opportunities for the young and a new place for the elder, and
- opening public consultations on a common EU response.

October 2006: "**The demographic future of Europe: from challenge to opportunity**", concentrating on the response to demographic challenge:

- promoting **demographic renewal, sustainable public finances**
- **promoting employment**: more & better jobs, longer working life, better productivity,
- **integrating well immigrants**,
- ° demographic OMC: Obliges the Commission to organise a Demographic Forum every two years to monitor progress in the implementation of presented initiatives

The Treaty of Lisbon (as of 1st January 2009), strengthens the social provisions of current Treaties, with much stronger **commitment to social justice & solidarity**.

- New Article 2 ("Objectives of the Union"): "*The Union shall combat social exclusion and discrimination, and shall promote social justice and protection, equality between women and men, **solidarity between generations** and protection of the rights of the child*". =
- New **horizontal "social" clause** (Art.5a) ensures that, "*in defining & implementing its policies and & activities, the Union shall take into account requirements linked to the promotion of a **high level of employment**, the guarantee of adequate social protection, the fight against social exclusion, a high level of education, training & protection of human health*."



## Research Orientations on « Work » in FP7

- DG Research will ensure greater visibility and accessibility of the research databases developed under FP6&7 projects
- SSH contributions to Structuring the European Research Area
  - NoE: **RECWOWE** - Network (*of Excellence: 2006-11*) on Reconciling Work & Welfare in Europe (incl. Family/work/Employment regimes)
  - Research Infrastructure: **SHARE** (Survey on Health, **Ageing and Retirement** (+50)] provides an important socio-economic research tool / infrastructure to analyse **intergenerational** aspects
  - ERA-Net: **Work-in-Net**: Coordination (2006-09) of national activities on work-related innovations – incl. a forthcoming joint call for proposals




## Research Orientations in FP7: Management issues

- **Critical mass, synergies and clustering**
  - *Budget will double by 2013 (compared to 2008), but with «constant personnel»: important management issue for DG Research*
  - => create win-win situations for research management and dissemination
    - *Consortia are requested to **liaise**, seek **complementarities** and **avoid overlaps** => will be strengthened in future WPs*
    - joint **exploitation & dissemination** activities/events of FP6 & FP7 results may be envisaged (by DG RTD or policy DGs).
- Dissemination beyond the research community to policy-making audiences and to the wider public: 3 categories
  1. For science-**knowledge** purposes: to the *scientific community*
  2. For science-**policy** purpose: to *policy makers*
  3. For science-**society** purpose: to the *general public*



## Research Orientations on « Work » in FP7

- FP6: European Research efforts on Work / Employment / Training
  - WORKS (IP – 2005-09): Work organisation and Restructuring in the Knowledge Society
  - LLL2010 (IP – 2006-10): Lifelong Learning 2010 – Vocational Training policies and practices in 12 European Countries
- FP7: More integrated approach around the *Challenge* «Quality of Life»  
Worker = Citizen => Quality of Work = Quality of Life

Dimen- sions	Collective Level	Individual Level	Measure	Output (“capital”)
Quality of Life 	Family	Husband / Father / Carer	Happiness	Bonding Social Capital
	Employment	Employee / Trainee	Capital	Economic & Human Capital
	Society	Citizen / Volunteer	Resources	Linking & Bridging SC



## Research Orientations on « Intergenerational » in FP7

- Current FP7 Building Blocks on Demographic issues & Social trends

### The impact of demographic changes in Europe:

#### lifelong learning; active ageing

- **ASPA: Activating** the potential of seniors in Europe; large-scale surveys of **employers**; analysing **human capital** investment patterns

#### sustainability of pensions

- **DEMHOW**: demographic change and **housing wealth**; potential use of housing assets as a supplement to pension - policy development

#### sustainability of social welfare systems

- **MULTILINKS**: **intergenerational solidarity**, social integration, well-being; links of intergenerational care regimes and individual behaviours

### Determinants of birth rates across the European Union

- **REPRO**: macro-micro level integration of fertility trends in Europe in association with social, economic and institutional indicators; socio-psychological analysis of the process of reproductive decision-making



## Research Orientations on « Intergenerational » in FP7

- Current FP7 Building Blocks on Social trends

### Social exclusion of young people (5 projects selected)

- **Social & political integration** of young unemployed
- **Migrant youth**: **educational** background & transition to **work**
- Reinsertion of Young People **without home** or in **Public Care**

- Future FP7 Building Blocks on Work (Possibly)

- Act. 1: Skills needs (Education & Training)
- Act. 3: Quality of Work (Employment)
- Act. 3: Social Platform on Family Research & Family Policies
- the social platform is a **new SSH instrument** with as main objective to help the Commission in identifying new research areas, together with societal and research stakeholders.

➤ *Ex: Social Platform on Cities & Social Cohesion* - (NB: **SOCIAL POLIS** Launch conference in BXL on 27-28 May 2008)

