

University of Minho & Work 4.0 Consortium



Source / Link: <http://work4-0.eu/>

Thematic area:

- Transversal competences
- Technical skills
- Creative skills
- Social skills
- Contextual skills

Type of good practice:

- Project
- Initiative
- Programme
- Methods
- Training materials
- Other

Target group:

- VET and adult education trainers
- Labour market policy experts
- Human recourse management
- Others

Summary:

The continuous digitalization of our world will lead to a number of changes in the labour models and in the way, jobs are performed. In 2015 the European Foundation for the Improvement of Living and Working Conditions (Eurofound) defined and described 9 new and innovative forms of employment models and the respective emerging skills and competences that they will most likely require. The impact of these new models is presented below and additionally, measures regarding the regulation and measurement of these new models are discussed.

Detailed description

In 2015 the European Foundation for the Improvement of Living and Working Conditions (Eurofound) defined and described the following 9 new and innovative forms of employment models:

- The **employee sharing** model implies that the worker is employed by various employers and, on a rotational basis, works within different organizations. In this way organizations fulfil their need for a highly skilled professional and the worker gets permanent full-time employment.
- In **job sharing**, the employer hires two or more part-time workers to jointly perform the activities of a full-time position. In this way the employer reduces the dependency from one single worker and the worker is allowed a part-time job.
- **Interim management** refers to the temporary hiring of highly skilled experts that will manage a project team or solve a specific problem. In this way, the organization accesses external management skills highly paid for a limited period of time.

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- The **causal work** is a form of employment in which the worker is called on demand by the employer.
- More and more organizations require to ICT-based **mobile work**, where workers can do their job from any place at any time, as long as he/she has the required technologies to perform the tasks.
- **Voucher-based work** refers a form of employment in which the services are paid with a voucher purchased from an authorised organisation that covers both pay and social security contributions.
- When a self-employed individual works for a large number of clients in small scale jobs for each of them, the individual is doing portfolio work according to the Eurofound classification.
- **Crowd employment** refers work done in response to open calls to perform specific tasks (innovation, creativity tasks, micro tasks) placed on an online platform that matches skill seekers with contributors. These platforms form “virtual clouds” of workers motivated to answer the open calls that fit their perceived skills.
- **Collaborative employment** is a form of employment in which freelancers, self-employed or micro enterprises, cooperate in some way to overcome limitations of size and professional isolation.

Beneficial Results

Some of these forms of employment have only become possible because of the digitization of the economy, others are developments of more traditional forms of employment made possible by sophisticated technology available at low cost.

Using innovative models of employment or more traditional formats, it seems certain that in the decades to come new occupations will emerge as a response to the challenges faced by mankind and the technologies that have transformed the world into a global village.

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