

Future requirements and challenges especially regarding the labour market

Professor Bent Greve

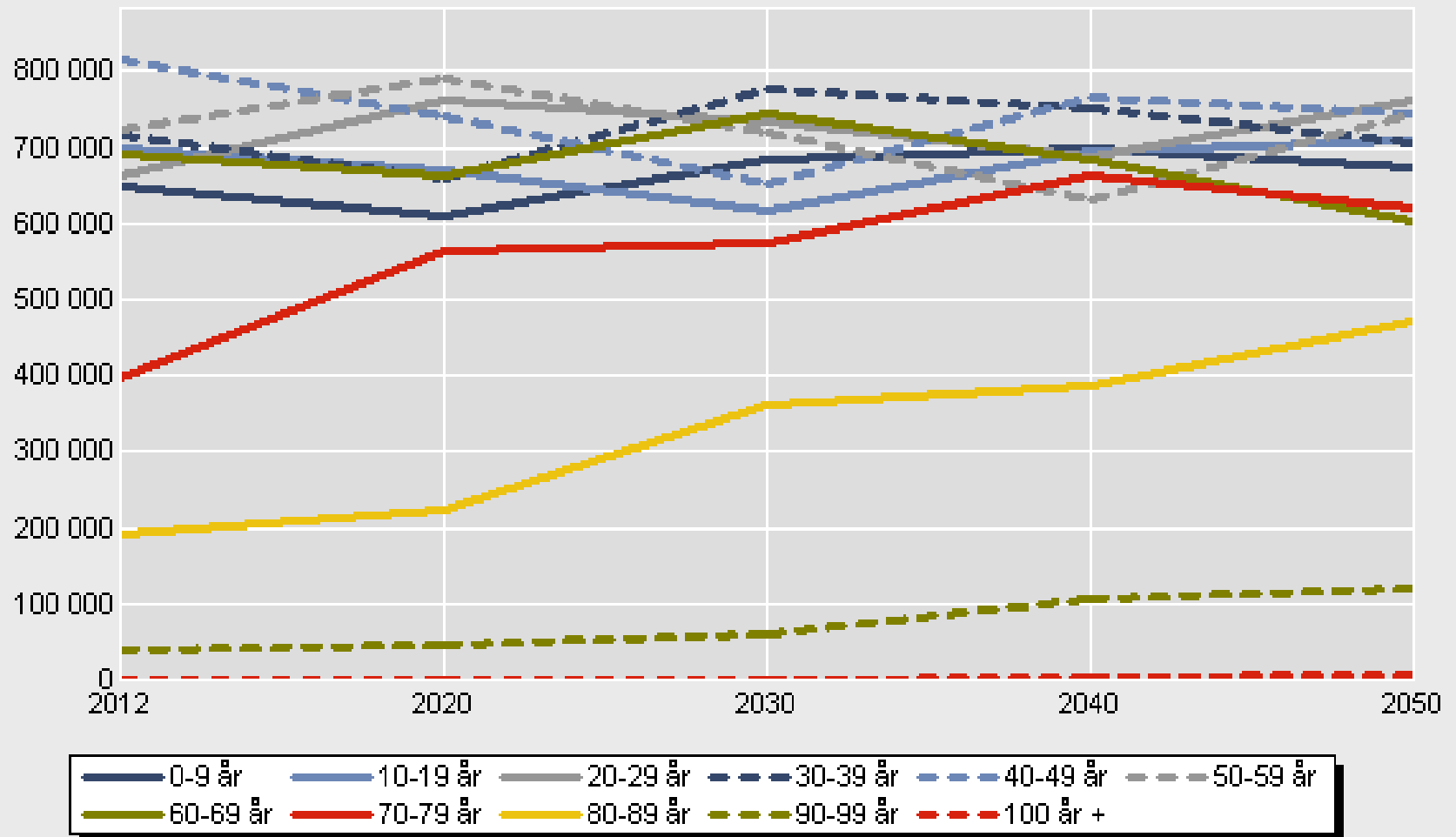
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NVL Network

Transitions of welfare states

- The old story: agriculture, industry, services
- Service sector combines jobs with few and many skills
- Demand for economic competitiveness increases the likelihood and need for new approaches
- Welfare states in Europe under pressure in the wake of the fiscal crisis
- Balance between state, market and civil society constantly under change – therefore also requirements for and change in qualifications
- Demographic transitions, cf. Figure DK, impact need for other types of labour force in the future

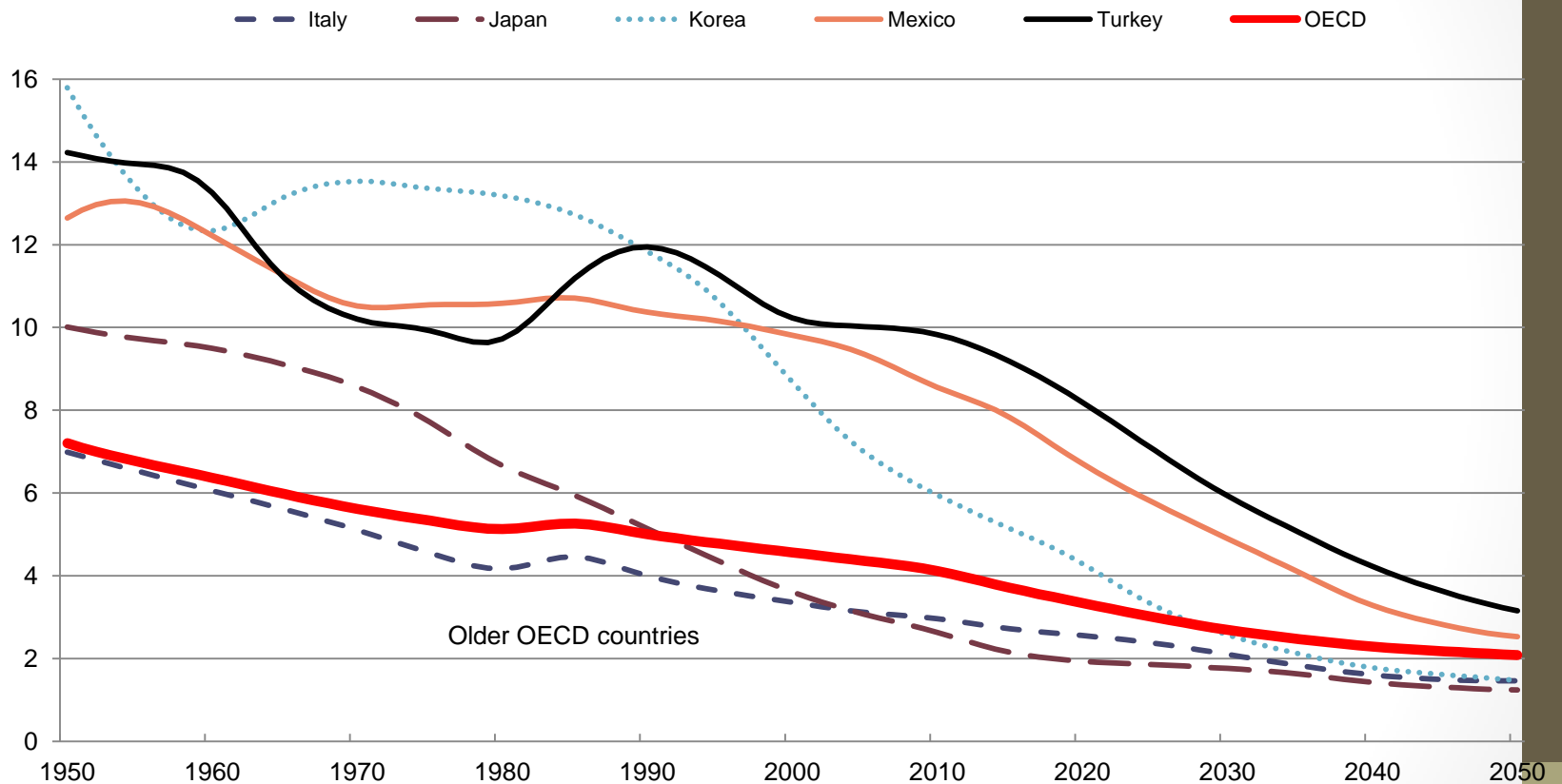
Befolkningsfremskrivning for hele landet efter alder og tid. (Antal)



Economic challenges

- Economic pressure on the welfare states has not diminished
- Labour market demand for new competences and quality of work change constantly and at a higher speed
- Economic growth including money for the welfare states are limited – combined with increased expectations
- The welfare state seen as a social investment state can have an impact

Convergence in old-age dependency ratio (65+/20-64)



Expected trends on the labour market

- Continuously high level of migration – both of persons with and without skills
- Migration from within Europe and from outside Europe
- Europe and especially Northern Europe – there will be fewer jobs for unskilled labour
- People with lower level of educational attainment also have, on average, lower participation rate, higher levels of unemployment and lower income.
- Later retirement?

Education – basic and life-long learning

- Ensure both in-depth and basic skills – in Denmark there is an ambition that 60 % gets a higher level education
- Ensure continuity and options to develop and build upon previous experiences
- Focus on life-long learning

Flexi-curity?

- Nordic welfare states known for it – the ability to have high level of both income and job security – and also a high flexibility with regard to hiring and firing
- However, flexicurity under pressure, although still high level of movement in and out of the labour market
- There is a continuous need for higher level of education to ensure flexibility under changing labour market conditions

Flexi-curity for all?

- How to ensure jobs and integration for all – and also persons with a different background, traditions, linguistic, experience etc.
- Ability to ensure that all have access to the labour market can be difficult if lack of competences or lack of documented competences
- In times of high demand integration and use of all competences seems to work best

Conclusion

- There will be a need for a still higher level of qualifications
- Unskilled jobs will move away from Northern Europe
- Migration will continue and also influence highly skilled labour market
- Integration as an important issue.