

# The Future of Work: Opportunities and Challenges for the Nordic Models

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**Prosjekt for Nordisk ministerråd**

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# THE FUTURE OF WORK

## OPPORTUNITIES AND CHALLENGES FOR THE NORDIC MODELS 2017-2020

A project funded by the Nordic Council of Ministers and organized by Fafo, Oslo, in cooperation with ca 30 researchers from all Nordic countries.

### PILLAR 1

Main drivers of change

#### Megatrends:

- globalization
- demographic change
- climate change
- digitalization

"The future of work is not pre-determined by technological or other megatrends. Their impact will be shaped by politics and institutions and differ across countries, industries, and worker groups."

TemaNord 2018: 555  
The Nordic Future of Work.  
Drivers, Institutions,  
and Politics.

### PILLAR 2-4

What is happening?

#### 1. Digitalization of traditional work

"How does digitalization affect the volume and pattern of work, skill requirements, work organization, employment relations, and the strategies of stakeholders in production of traditional goods and services?"

Working Papers April 2019, and fall 2019.  
Final report spring 2020 (TemaNord).  
Coordinator: Bertil Rolandsson, Gothenburg University

#### 2. Self-employed, independent work and new forms of atypical contracts

"What are the causes, incidence and effects of atypical work in the Nordics, and what happens under the radar?"

Series of Policy Briefs April 2019, Working Papers fall 2019,  
Final report spring 2020 (TemaNord)  
Coordinator: Anna Ilseø, FAOS, Copenhagen University

#### 3. New labour market agents – platforms and crowds

"What is shaping the evolution of Nordic platform work? How are gains and risks distributed, and what kinds of regulations are evolving?"

3 Policy Briefs April 2019, Final Report Spring 2020 (TemaNord)  
Coordinator: Kristin Jesnes, Fafo

#### Consequences for

- employment
- wages & productivity
- social & gender inequality
- skill requirements & training
- hiring patterns & work organization
- work environment & health
- employment relations

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Upgrading or polarization of work?

### PILLAR 5-6

Implications for policies and institutions

#### 5. Occupational health – challenges for Nordic work environment regimes

"What are the main strains on employee health emerging from the new forms of digitalized work?"

Working Papers June 2019 and January 2020.  
Final report August 2020 (TemaNord)

Coordinator: Jan Olav Amundsen, STAMI, Oslo.

#### 6. Labour law and needs for regulatory reform

"How do the changing patterns of work challenge the regulatory framework of Nordic labour markets? How can cracks opening be mended?"

Working Papers April 2019 and November 2019,  
Final report August 2020.

Coordinators: Marianne J Hotvedt,  
University of Oslo, Kristin Alsos, Fafo, Oslo.

### PILLAR 7

#### The Nordic model in the future world of work

- Synthesis of project findings
- Needs, hurdles, and avenues for renewal of the Nordic model

Final Report November 2020 (TemaNord)

Coordinator:  
Jon Erik Dølvik, Fafo.

## OBJECTIVE:

Action and policy oriented research that contributes to dialogue, experience exchange, and mutual learning across the Nordic boundaries between politicians, civil servants, stakeholders and the public.

Continuous dissemination through conference, workshops, and intermediary reports published on the project website summarized in final TemaNord reports from all 7 pillars.

# Participating scholars

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