



METADATA

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Abstract

The first chapters of this book focus on the transformations brought about technological changes in the content of work and employment. Starting with the industrialization of Europe, we cover the main productive restructurings to date: from the establishment of Fordism, to deindustrialization and flexible specialization. Particular emphasis is placed on the role of the digital transition currently taking place and globalization in the emergence of new inequalities in the workplace, and new patterns of unemployment and under-employment. These changes in the world of work highlight the importance of lifelong learning through the upgrading, broadening, adapting and acquisition of new skills. In particular, the following chapters, highlight the need to develop horizontal and digital skills on the part of the employees, which contribute to the reduction of the existing

mismatch between the supply and demand for skills. The contribution of adult education and vocational training to combatting unemployment and social exclusion is examined. Special emphasis is placed on the development and management of the professional career as a means of achieving success both for employees and organizations. For the reinforcement of entrepreneurship and the creation of innovation, design thinking is proposed, which is a creative problem-solving and human-centered methodology. In order to meet the goals for sustainable development groups, organizations and societies should proper collective social learning whereby they can share knowledge and come up with new ideas, based on which they can plan their actions. The transformation of organizations into learning organizations is yet another proposal to address these contemporary challenges.

