

**Grand
Challenge 1:
Health
demographic
change and
wellbeing**

1. Personal Development

I'm empowered to lead my changes

GRAND CHALLENGES :

C1. Health, demographic change and wellbeing

C4. Smart, green and integrated transport

C6. Europe in a changing world - inclusive, innovative and reflective societies



CHALLENGE

Uncertainty is rising due to a rapidly changing living and working environment and there is a shift of risks and responsibilities from the state and employer to (vulnerable) individuals. Today's life-job-education pathways do not respond to the need of acquiring new skills and knowledge for having a fulfilled life. Citizens need technical, social, individual skills and an entrepreneurial mindset to stay competitive in the labor market and be able to adapt to a changing

environment. They need to be able to make individual choices to cope with the quest for flexible and adaptive careers over a lifetime. There is not enough psychological knowledge on barriers for changing life-job-education paths and for dealing effectively with uncertainty. Responsibilities of state, businesses, individuals and other actors are dissolving and new mechanisms for coping with these challenges are needed.

SCOPE

Research should underpin the set-up of experiments with new models of coping with changing environments. Research could focus on one or more of the following key aspects:

- Better understanding the current situation especially consequences such as resignation, depression, polarization, social inclusions, exclusion
- Better understanding the labor market and its future changes through theories, models and foresight approaches
- New practices and tools to empower people to make good choices and orient themselves in order to be better prepared for possible future changes (sociology, educational theory, psychology)
- Exploring possible roles of communities for enabling alternative life-job-education pathways

Citizens of all ages should be involved not only in the research but also in the implementation phase. Particular attention should be paid to differences between different generations.

EXPECTED IMPACT

- Means are available that empower individuals to harmonize life choices in a changing world
- Improved personalized education
- A more flexible job market with the individual in the center
- Possible models are developed for introducing alternative life-job-education pathways, which involves different actors and shares responsibilities (e.g. communities, NGOs, CSOs, businesses, etc.)

PERSONAL DEVELOPMENT

1 I am empowered to lead my changes

Research topic :
I'm empowered to lead my changes

#6.d

Grand Challenges :

- 1:** Health, demographic change and wellbeing
- 4:** Smart, green and integrated transport
- 6:** Europe in a changing world - inclusive, innovative and reflective societies

CHALLENGE

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Online consultation rating: avg. 3,68/5

Countries prioritizing this research area: Sweden

CITIZENS' VISION

[UK] Vision 2: Community Empowered Learning for the 21st Century

"There is freedom of choice about whether to use life-long learning [...] education is not age based on result dependant. Qualifications are elective. Access to these resources is unlimited throughout a person's life (...). Every person has the right to be educated in a way that allows them to reach a full potential"

[HUN] Vision5: Education in the world of transforming work

"Lifelong learning has been accepted as an important value"

Policy recommendations on personal development

There is a need to ensure that we have **solutions oriented towards the older generation adaptation process to fast changing environment**. We often make the presumption that if we educate young generations to have the skills needed to cope with fast changing environment, then they will have these skills all their lives. We need to have solutions for today's older generation not only seeking to ensure that they don't get excluded from normal living and society, but also to prepare and enlarge our toolbox for possible future situations. Solutions from these generations will also be useful for other generations.

The world is rapidly changing as a result of globalisation, development of new technologies etc. It requires new mechanisms for individuals to cope with these challenges. Shifting risks and responsibilities to individuals might deepen this problem and today's structures (state, businesses, families, etc.) do not ensure that citizens are prepared to face the new

challenges. **Communities may be worth to consider as a way to acknowledge and address the needs of individuals so they are not left behind.** It is not innovative in the sense, that community and community building is one of the focus points of EU/EC, but is still innovative in personal development area to have more emphasis not on individual or economic challenges, but to support communities.

2. Holistic Health

Dissemination and continuous exploitation of research and innovation in the healthcare system

GRAND CHALLENGES :

C1. Health, demographic change and wellbeing

C6. Europe in a changing world - inclusive, innovative and reflective societies



CHALLENGE

There is a gap of awareness at the local level about the research and innovation achievements at the European level.

In fact, research and innovation actually occur in the healthcare system but they do not come easily available to the local service providers, citizens and other relevant stakeholders. This can be due to the inherent complexity of the system, but also to a lack of dissemination and exploitation.

Therefore, there is a need of doing actual exploitation at a granular level and of creating local awareness, through local actions, about the results of research.

SCOPE

A dissemination and support action should be conceived to spread and exploit results of research in the healthcare system at the national and local levels. This may imply working with local entities and grassroots organisations (organizations, associations, communities, national contact points and companies) to engage people and stakeholders in discussing, adopting and adapting on-going research and innovation achievements. Local funding entities can facilitate the continuous implementation of research results. Best practices at the local level must be identified. The action needs to identify and then to map out the local entities that can be in charge of this exploitation and dissemination activities, in order to understand their responsibilities and capacities. Contextual and infrastructure factors must be also investigated in order to understand how they influence the exploitation.

EXPECTED IMPACT

- Better exploitation of research and innovation at a local level
- Increased availability of services and solutions for the citizens
- Increased awareness of science progresses and achievements
- Better understanding of the role of EU research and innovation programmes
- Improved roles of national contact points

HOLISTIC HEALTH

2 Dissemination and continuous exploitation of research and innovation in the healthcare system

Research topic:

Dissemination and continuous exploitation of research and innovation in the healthcare system

Grand Challenges :

1: Health, demographic change and wellbeing

6 Europe in a changing world - inclusive, innovative and reflective societies

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This research topic was created at the pan European conference, based on other research topics. No online rating and prioritization information available.

CITIZENS' VISIONS

[PL] Vision 1: Healthy Family, Healthy Society (Flower of Life)

"Our vision concerns available, effective and innovative healthcare which is at the heart of a healthy family and society."

[BGR] Vision 6: Evolution in health care

"... Advanced health-care [...] and minimized spread of diseases"

[CYP] Vision 3: Human Rights

"[...] to equal access to issues that we take for granted, such as health, education and retirement."

[FIN] Vision 2: Predictive health tracking

"One's authority over his or herself as well as one's wellbeing increases and all have equal access to health services."

[GR] Vision 6: Five Pillars for human development

"Health: access to health facilities with medical coverage regardless of economic background"

[CYP] Vision 2: A just society oriented towards human rights

"A society that provides equal opportunities for all EU citizens, as well as direct access to a secure health and education system."

[BGR] Vision 6: Evolution in health care

"Health care is free and generally accessible."

[UK] Vision 6: Citizen Empowerment

"People feel empowered to look after their health and well-being themselves. The highest levels of available health/care/education/resources are available for all".

2. Holistic Health



Evidence-based personalized healthcare

GRAND CHALLENGES :

C1. Health, demographic change and wellbeing

C6. Europe in a changing world - inclusive, innovative and reflective societies

C7. Secure societies - protecting freedom and security of Europe and its citizens



CHALLENGE

Today, almost everyone gets a “standard” treatment for a specific symptom and not a personalised one, whilst new technologies may realise healthcare for all which is more equal, of higher quality and more personalised. Additionally, e-health can secure digitalised medical documentation and facilitate common policies overcoming the issue of fragmented data, which hinders linkages across countries/sectors/systems. This can enable faster diagnostics, and therapy can be more effective, whilst saving resources. This needs to go together with a redefinition of responsibilities and duties of every type of medical staff in order to avoid misunderstanding and confusion, while increasing the capacity of the doctors to humanise the relationship with the patient and the way in which information is shared. Finally, this

can bring about a more holistic approach to healthcare, that is considering patients' symptoms in the context of overall health conditions and curtail treatments that concentrate merely on symptoms. This should help building trust between patients and doctors.

SCOPE

Research should explore the conditions for evidence-based, personalised and human-centric services for health promotion, prevention, treatment and rehabilitation. Reliable user lifestyle profiling methods and technologies should be developed, in order to achieve personalised holistic data-based health services. For this purpose, large amounts of data provided by miniaturised, environmentally friendly (wearable or distributed) systems could be combined with existing data from other sources (e.g. EHR7, insurance data). This needs to go together with research on skill training programs for both doctors and citizens in order to:

- For doctors to complement the curriculum with social psychology (i.e empathy training) on one hand, and digital literacy and data mining on the other
- For the citizens to be trained on health and digital literacy

Research should finally explore ways to make health-related data from diverse sources and destinations interoperable, and to investigate new processing techniques for personalised analysis and reporting.

EXPECTED IMPACT



- Effective use of data for personal health
- Individuals enabled to take care of themselves
- Contributing to treat patients comprehensively, not only to solve an acute problem
- More satisfied patients and among health staff
- New economic and financial indicators of effectiveness
- Reduction in primary care in the long term
- Awareness of personal health through data
- More human relationship between the doctor and the patient

3 Evidence-based personalized healthcare

Research topic:
Evidence-based personalized healthcare

#4.a

Grand Challenges :

1. Health, demographic change and wellbeing
6. Europe in a changing world - inclusive, innovative and reflective societies
7. Secure societies - protecting freedom and security of Europe and its citizens

CHALLENGE

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- More human relationship between the doctor and the patient

Online consultation rating: average importance: 4,1/5

Nations prioritizing this research area: Slovakia, Estonia, Ireland

CITIZENS' VISIONS

[ITA] Vision 4: A school beyond times – a new education model

"The social security system uses smart watches both to monitor the health status and to help individuals to take care of themselves"

[CZE] Vision 3: Free citizens in the secure world of data

"Effective use of data on personal health"

[DK] Vision 1: Physical and mental health

"... healthy as whole – both lifestyle, mental and physical health"

[ROU] Vision 1: Let's be humans through technology

"Advanced technology for health and education"

[HUN] Vision 3: Snapshots - Fragments of conversation in a community house

"Epidemic prevention: hygiene, lifestyle, awareness-raising, not just through vaccination"

[UK] Vision 6: Citizen Empowerment

"People feel empowered to look after their health and well-being themselves. The highest levels of available health/care/education/resources are available for all".

[MAL] Vision 3: Education leading to a new way of life

"With education come healthier lifestyles"

[ITA] Vision 6: Technology at the service of man

"An easier access to advanced technologies, with more intuitive and functional interfaces"

[EST] Vision 6: Life in your age

“People can live up to 100 years old without any problems because they are taught from childhood to make the right choices concerning their health.”

2. Holistic Health

Access to equal and holistic health services and resources for all citizens

GRAND CHALLENGES :

C1. Health, demographic change and wellbeing

C6. Europe in a changing world - inclusive, innovative and reflective societies



CHALLENGE

EU citizens do not receive the same standards of health.

There are huge differences in EU countries regarding:

1_ **Equity**: Access to health services, availability of drugs and non-pharmaceutical interventions, access to rehabilitation and nursing.

2_ **Awareness of health**: health promotion and healthy living to prevent illness, locus of control, how people can help themselves, public health strategies, methods of addressing mental health, knowledge access and education of health professionals, etc..

3_ **Holistic approach**: what is this about in the different cultures and circumstances, and how to achieve truly patient-centred healthcare

Finding solutions to this challenge can prioritize humanity over

money, but can also minimize the negative economic impact of bad health. Moreover, they can create better links between the European and the local levels, and add value to local healthcare approaches, yet complying with the European standards.

SCOPE

Research should define the state of the art of the healthcare system in the different European countries in order to promote an equal distribution of resources and knowledge with a Pan-European dimension. The action may imply:

1) Setting the indicators to carry out a comparative analysis of the good and bad practices in the different countries across Europe in the healthcare system, funding models, incentives and in the education/training system. This may lead to knowledge and data distribution with open access and guidelines agreed upon by all stakeholders to create a European health network and to harmonize medical care.

2) Understanding and developing the local knowledge about healthcare with regard to:

- local approaches and medicines that are complementary to the European standard approach;
- the specific situation and circumstances of the patient, in order to set more holistic, person-centred approaches. This may be reflected in the education courses for citizens and healthcare professionals to promote health awareness.

EXPECTED IMPACT

Online
consultation
rating 

- Social responsibility at a local level to reach a global community taking care of all individuals and their needs at different ages
- Providing knowledge on effectiveness of a holistic approach
- More humanity-based approaches and less “business as usual”
- Minimize the negative economic impact of bad health
- Better links between the European and local level
- Value added to the local healthcare approaches

4 Access to equal and holistic health services and resources for all citizens

Research topic :

Access to equal and holistic health services and resources for all citizens

4.b

Grand Challenges:

1: Health, demographic change and wellbeing

6: Europe in a changing world - inclusive, innovative and reflective societies

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- Providing knowledge on effectiveness of a holistic approach.
- More humanity-based approaches and less "business as usual".
- Minimize the negative economic impact of bad health.
- Better links between the European and local level.
- Value added to the local healthcare approaches.
- Access to quality healthcare across Europe
- Healthcare understood as a service, not a business
- Decrease in diseases caused by bad/unhealthy habits thanks to increased education/health awareness.

Online consultation rating: average importance: 4.11

Nations Prioritizing this Research Area: Spain, Austria, Ireland, Malta.

CITIZENS' VISIONS

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Deliverable 2.2 – Social needs based research programme scenarios – set of research topics based on European citizens' needs

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"People can live up to 100 years old without any problems because they are taught from childhood concerning their health."

Policy recommendations about holistic health

1. Citizens insist in their visions on equal access to holistic health services and resources. They want continuous improvement to the system they access to.

At the policy level, a **benchmarking of healthcare systems and practices across Europe** should be launched, in particular on their actual accessibility for the citizens (incl. drug pricing), the evidences and indicators about their effectiveness and the innovations (what research results and innovations are being implemented).

2. Health research so far targeted only doctors and patients. **Local actors (city council, associations, and citizens...) are missing from health research.** There is a difference between a citizen and a patient. How do we bring these perspectives that were mostly left out?

3. The access to healthy life is a result of education. The policy recommendation is to start from the primary school with **education programmes that address healthy living** (in a broad sense), self-prevention and self-care, together with digital literacy on science issues.

Healthy living is essential for prevention. Citizens must be aware of what healthy living means and what are the factors that influence it (food, work conditions, social life...). The education programmes will be based on evidences on the effectiveness of healthy living practices. The training will continue at the secondary and tertiary levels.

Deliverable 2.2 – Social needs based research programme scenarios – set of research topics based on European citizens' needs

The recommendation is not new per se, but there is a lack of actual implementation in the different European countries. There is a very different situation in every country and even regions within a same country.

4. **Education of doctors** and health professionals is still very much centred on conventional technical disciplines of medicine, while a **more contemporary knowledge about digital topics** is needed for being able to benefit from the opportunities that came from data-mining and digital healthcare. It is an urgent issue, as the transformation of the job of the doctor due to digital opportunities is a present case and cannot be neglected or ignored (in particular as the patients are changing too, being much more informed).

Moreover, there is a need of **humanizing the relation with the patient** that implies to acquire more social skills and empathy.

We recommend to include **holistic and integrated approaches to the patient and data literacy** (digital skills) into the professional education and trainings of doctors and health professionals in order to address the current challenges of a society with data intensive knowledge; this will cover :

- 1) Programs on data and digital literacy to deal with data intensive knowledge,
- 2) Traditional/local healthcare approaches into the standard and international knowledge on medicine,
- 3) Empathy (i.e. via role-playing) and social skills,
- 4) Nutrition in the subject of education.

Technology as a means of well-being

GRAND CHALLENGES :

C1. Health, demographic change and wellbeing

C7. Secure societies – protecting freedom and security of Europe and its citizens



CHALLENGE

1. On an individual perspective: wellbeing (emotional, mental, spiritual, physical) can be understood as freedom to choose / self-determination/ autonomy. The challenging question is: what does a “good life” mean and in which way will technology be used in personal and professional lives?
2. On a public perspective:
 - Guarantee the access to technology with equivalent opportunities, in order to ensure to each person a self-determined “good life” and a “balanced and ethical use of technology”
 - Creation of frame conditions in order to avoid abuses both from the employees and employers point of view. Today, people are not completely aware of the possibility to create “boundaries” between them and technology.

The challenge is to avoid that employers take advantage of technology to abuse employees.

- Encouraging engagement from citizens

We should keep in mind: technology is a means, not a goal. The objective is to reach a good life (self-determined).

3. On an organisational (business) level there's the need to integrate the perspective of the individuals into the workplace/ working environment, with an “integrated system design” process: start with social need and develop new technology later; not the other way around. A challenge exists between consumer technology and technologies in the workplace. So far the employees have to go through the technologies the business imposes on them. Technology development in business should learn from the consumer technology development in order to start from the final user need (employees).

SCOPE

Instead of being governed by technological devices, we want to govern them. Especially in the workplace, the aim is that final users (employees) play an active role in the development and process of introduction of new technologies, so that the development is end user centric.

The promotion of a higher level of awareness in the use of technology will allow reaping the benefits it offers without suffering negative consequences such as screen addiction, shifting relationships from physical to virtual space, thinner boundaries between virtual and real actions and exploitation at the workplace.

EXPECTED IMPACT

Online
consultation
rating ★

- Better understand the relation between virtual and real
- Better deal with privacy issues
- Dialogical development of our claim to technology, society and self
- Promote critical thinking as a basic requirement for all that follows
- Promoting risk assessment research (generate data & evaluate data)
- Avoid being overwhelmed by the constant pressure to make far-reaching decisions with regard to fast-paced technological developments which are outside the reach
- Holistic focus
- Measuring wellbeing
- High ethical standards of societies and constant dialog

Work life balance and wellbeing

5 Technology as a means of wellbeing

Research topic: Technology as a means of well-being

#9.a

Grand Challenges :

- 1: Health, demographic change and wellbeing
- 7: Secure societies – protecting freedom and security of Europe and its citizens

CHALLENGE

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Guarantee the access to technology with equivalent opportunities, in order to ensure to each person a self-determined "good life" and a "balanced and ethical use of technology".

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Holistic focus

Measuring wellbeing

High ethical standards of societies and constant dialog

Online consultation rating: average importance: 3.

Nations Prioritizing this Research Area: Switzerland (1), Ireland (4), Slovenia (5)

CITIZENS' VISIONS

[LIT] Vision 6: Emotional Intelligence for Positive World Creation

"Not only technology can save the world, but above all human self-knowledge".

[HRV] Vision 3: The preservation of human health and nature for the generation XYZ

"[in our vision] Technology does not alienate people and does not endanger their health"

[MAL] Vision 6: Education and Society (community)

"[now] Technology is not completely at our service [...] To give man a vision. What makes man is not what man makes, and our creations should not become our creators."

[IRE] Vision 5: Balance of Nature, Humanity, and Technology

"We want technology to be used for the betterment of society"

[ESP] Vision 3: Building the future

"To regulate the role of new technologies in order to avoid damaging the quality of human relationships"

[SVK] Vision 2: Technology for Better Health

"People will live a quality life because of the support for research and development, improved access to its results and better cooperation of the included actions" [WP2]

Balanced work-life model

GRAND CHALLENGES :

C1. Health, demographic change and wellbeing

C4. Smart, green and integrated transport

C6. Europe in a Changing World – inclusive, innovative and reflective societies



CHALLENGE

Work-life unbalance can be felt at many levels: time wasted in commuting between home and work, long working hours preventing from social interactions, work stability, lack of time for personal development and family and children care, restricted work flexibility, unhealthy lifestyles. In the future, it will be important to distribute work flexibly throughout life and also flexibly shift between employed (paid) and unemployed (volunteer) work.

This is needed and proved by research from two perspectives:

- From the organisational perspective: a more balanced model would make employees more productive and efficient.

- From a societal perspective: a more balanced model would make people more fulfilled and by consequence healthier.

Thereby people will be able to take care of their loved ones when needed, pursue personal fulfilment and/or follow multiple careers and slowly shift into retirement. Nowadays workers experience a tension between too much flexibility and too strict boundaries and vice versa. If from one side there is a need of more flexibility on the workplace, on the other side there is a concern that too much flexibility would destroy boundaries between personal and professional life. This can negatively affect well-being. There is a need for making the negotiation between employees and employers more balanced and fair.

SCOPE

Research should rethink the definition of “work” and develop approaches that permit to recognize and reward as “work” all different kinds of human activities including socially valuable daily life activities such as domestic work, childcare, caring for the elderly and social work. Research should help identify and define the different flexible forms of work. Studies could be carried out to analyse the sectors that would fit and not fit for different flexible forms of work, and identify/evaluate the barriers for introducing new forms of flexible work. Research should also pay a particular attention to the relation of negotiation between enterprises and employees (balanced and fair). However, research should also investigate different frameworks to assess the workload and/or it's accomplishment. It will intend to help people feeling satisfied (and healthy) with their tasks/work, as well as with their personal life as they experience a sufficient degree of flexibility. In this sense, research should help to create a setting where there is flexibility within boundaries and boundaries within flexibility. What is missing is performance research from the organisational perspective, in order to link it with the existing on personal life research. As work-life balance has been researched for a long time, there is a need that the research that has been done is put into practice.

EXPECTED IMPACT

- Assessed impact on family and social relations of more balanced work-life models
- Workers would be more satisfied overall and even more productive during working time
- This will allow people to more freely choose their lifestyles and reduce social judgments and prejudices
- Greater understanding and recognition of the impact on the society in short and long term of extra-work activities/personal activities

Online
consultation
rating



6 Balanced work-life model

Grand Challenges :

- 1:** Health, demographic change and wellbeing
- 4:** Smart, green and integrated transport
- 6:** Europe in a changing world - inclusive, innovative and reflective societies

CHALLENGE

Work-life unbalance can be felt at many levels: time wasted in commuting between home and work, long working hours preventing from social interactions, work stability, lack of time for personal development and family and children care, restricted work flexibility, unhealthy lifestyles. In the future, it will be important to distribute work flexibly throughout life and also flexibly shift between employed (paid) and unemployed (volunteer) work.

This is needed and proved by research from two perspectives:

- From the organisational perspective: a more balanced model would make employees more productive and efficient.
- From a societal perspective: a more balanced model would make people more fulfilled and by consequence healthier.

Thereby people will be able to take care of their loved ones when needed, pursue personal fulfilment and/or follow multiple careers and slowly shift into retirement.

Nowadays workers experience a tension between too much flexibility and too strict boundaries and vice versa. If from one side there is a need of more flexibility on the workplace, on the other side there is a concern that too much flexibility would destroy boundaries between personal and professional life. This can negatively affect well-being. There is a need for making the negotiation between employees and employers more balanced and fair.

SCOPE

Research should rethink the definition of "work" and develop approaches that permit to recognize and reward as "work" all different kinds of human activities including socially valuable daily life activities such as domestic work, childcare, caring for the elderly and social work. Research should help identify and define the different flexible forms of work. Studies could be carried out to analyse the sectors that would fit and not fit for different flexible forms of work, and identify/evaluate the barriers for introducing new forms of flexible work. Research should also pay a particular attention to the relation of negotiation between enterprises and employees (balanced and fair).

However, research should also investigate different frameworks to assess the workload and/or it's accomplishment. It will intend to help people feeling satisfied (and healthy) with their tasks/work, as well as with their personal life as they experience a sufficient degree of flexibility. In this sense, research should help to create a setting where there is flexibility within boundaries and boundaries within flexibility.

What is missing is performance research from the organisational perspective, in order to link it with the existing on personal life research. As work-life balance has been researched for a long time, there is a need that the research that has been done is put into practice.

EXPECTED IMPACT

Assessed impact on family and social relations of more balanced work-life models
Workers would be more satisfied overall and even more productive during working time
This will allow people to more freely choose their lifestyles and reduce social judgment and prejudices.

Greater understanding and recognition of the impact on the society in short and long term of extra-work activities/personal activities

Online consultation rating: average importance: 4.4/5

Countries where this is priority: Italy, Poland (1), Austria-Citizens, Slovenia (2), Latvia (3), Austria Stakeholder (4).

CITIZENS' VISIONS

[LAT] Vision 5: Work as a means of expression

"Job is 100% flexible: work at home and elsewhere, choice of working hours, a possibility to adapt and choose responsibilities and tasks; appropriate reward. One life – a lot of roles – continues development."

[HUN] Vision 2: The rise of a backward region

"They declared their satisfaction with the shorter and flexible working hours (6 hour workdays), the higher wage that provides well for their livelihood, and the healthy working conditions."

[FR] Vision 5: Living in a balanced society

"Our working time (around 20h/week) allow us to participate to citizen actions and to be radiant in our family life and leisure time. Our free time allow us for instance to be involved in volunteering and educational fields."

[DE] Vision 6: The future of work

"Flexible work models are par for the course
More working from home /also half days and quarter days" [...]
"flexible annual working time"

[LUX] Vision 4: Technology at society's service

"I work 4 hours. This allows me to have lunch with my children and my partner in the community kitchen in our participatory house. Then I spend some time with my daughter in the surrounding wood. I started to get involved in participatory life in various forms ..."

[SVN] Vision 6: Equality and Human Rights – A driver of Social Development

"Intergenerational cooperation - the transfer of knowledge and traditions, care for the elderly after working active age [...] Fair society of responsible people who act for the common good."*

[SVN] Vision 5: Prosperity and work activity of citizens

“- optimization of labor situation today: flexibility today means working + 8 hours and a lot of working overtime;
- emphasis on individualization, rather than on the importance of taking care for the community.”

[FR] Vision 4: Sharing common values to live better together

“- Reflection of feasibility of a minimum income or unconditional income or basic income, financed through local currency
- Education”

[IRE] Vision 3: Relationships with one another and the environment

“Work / life balance will be different. More time for relationships, culture, society e.g. look at Danish model.”

[PORT] Vision 4: Culture with all for development

“In 2050 we do not concentrate on productivity (which means ultimately aiming at profit) but on everybody’s individual happiness index. That will feed the happiness of the collective.” [WP2]

Policy recommendations for work life balance and wellbeing

1. At work, there is a need to **shift the focus of technology implementation from the organisational interests to the end-users interests**. And due to technological developments this represents a huge potential for the organisations and the employees. Therefore we recommend a **policy which systematically introduces a “well-being gate” anytime a technology is introduced within the workplace, in order to assess if the “human” requirements of employees (end-users) are met**. A lot of research in this field has already been done the innovative part is to put into practice the findings (applied research).

So far employees passively have to go through what employers decided. Technology development has to become more “end-user centric”, starting from the employees’ needs and not just from the business ones (employer, organization...). There is a need to introduce an “integrated system design” process while developing and adopting new technologies within the workplace, pursuing a bottom-up approach. In this way it is guaranteed that the needs of the end-user are taken into consideration and not just the interests of the

employers. In order to reach this goal and guarantee that a satisfying level of well-being is preserved, human factors specialists should be integrated inside organisations.

Despite the fact that this might appear not innovative, the reality is that this recommendation is not generalised yet, even though it is obvious.

2. Organizations should include **strategies to “deliver” the research findings that have been already done about more balanced work-life models.**

A lot of research has been already carried out in this field but what we need are tools to develop skills in areas such as personal ability to organize the work. This recommendation suggests the way the research already done needs to be applied within business contexts.

Additional comment: There is a need to reposition “labour unions” in contemporary society. They not appear in the citizens visions (Step 1 of Cimulact) and this may be a signal for a need for research and policy initiative to redesign the role of labour union in the 21st century.