

Living and Working Tomorrow (2035)

11 Challenges for Social Security (Administrations)

2 INCREASING FLEXIBILITY IN WORK ARRANGEMENTS

- New forms of (temporary) work

This requires:

- Clear definitions of work activities
- Clear policy on use of minimum thresholds for access to social security
- Clarification of key factors such as employers, working hours and workplaces

1 INCREASING MOBILITY AND CHANGING WORK PATTERNS

- Mobility in the workplace
- A mobile workforce

This requires:

- New procedures for the application of social security coordination rules

11 FUNDAMENTAL PROTECTION AGAINST CHANGES IN SOCIAL SECURITY

- Respect for legal principles and ensuring fairness in transitions

This requires:

- Careful implementation respecting fairness between generations
- Balanced approach in applying transition periods in relation to social goals
- Effective communication to manage change

3 ADAPTING SOCIAL SECURITY FINANCING FOR THE CHANGING INCOME LANDSCAPE

- Diversification of income sources and complex wage structures
- Complexities in income determination, social contributions and benefit calculations

This requires:

- Greater cooperation between tax and social security authorities
- Clarification of income concept

10 A STRUCTURED MIGRATION POLICY FOR THIRD COUNTRIES

- Preventing precarious situations
- Calls for improved social protection and efficient management of administrative procedures

This requires:

- Clear definitions of migration policies and types of immigration
- Adequate accommodation of immigrants
- Coordination with third country systems

4 CHANGING SOCIAL RISKS: NAVIGATING EVOLVING NEEDS

- Changing social concepts of family
- Evolving social risks

This requires:

- Renewal of the content of existing social security systems and the incorporation of greater family diversity into system structures

5 HARMONISED CONCEPTS FOR ENHANCED CROSS-BORDER COORDINATION

- Hampered cross-border information exchange due to diverging social security concepts

This requires:

- Harmonised concepts for EU coordination through an interface for international exchange

6 NEW COMMUNICATION STRATEGIES

- Mass digital communication challenges trust and credibility

This requires:

- Authorities to actively balance digital communication with traditional human contact

7 MORE TRANSPARENCY IN ADMINISTRATIVE PROCESSES

- Decision-making processes that are understandable and easy to explain to both citizens and administrators

This requires:

- Justified and comprehensible data sharing
- Robust data protection policies
- Workable privacy protection regulations

8 NEW HR STRATEGIES TO EMBRACE THE DIGITAL TRANSFORMATION

- Digital transformation and AI automation

This requires:

- Forward-looking workforce planning
- Focus on upskilling

9 A STRONGER SOCIAL EUROPE

- Increasing mobility and stronger global players

This requires:

- Social security administrations to play an active role in shaping and enforcing European rules



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