

# THINK TANK

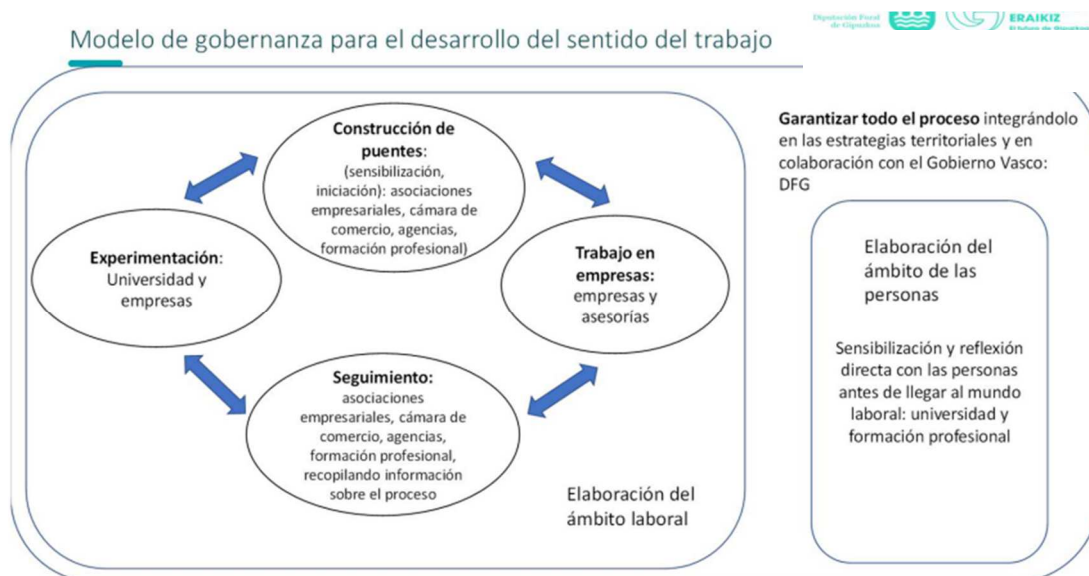
Process of deliberation on the work of the future: 15. Working Document

COLLABORATIVE GOVERNANCE: THE MEANING OF WORK IN THE EDUCATIONAL SYSTEM

(27 January 2022)

## Introduction

This document corresponds to the second phase of the deliberation group. In this phase, the group developed the following framework to establish the governance that will support the process:



In this framework, on the one hand, governance in the workplace is explained in order to show companies the tool/methodology that will be developed to address the idea of meaningful work. But in addition, on the right hand side of the picture, you have the need for governance to work in the area of people. At the session of 27 January 2022, this idea was addressed with the two agents from the educational system participating in the deliberation, namely the university and the vocational education centres, and this document sets out the results of the work that was carried out.

## Presentation of the approaches made

Representatives from Mondragon Unibertsitatea, the University of the Basque Country and vocational training centres were asked to set out how the meaning of work could be addressed in their respective fields. The contributions were as follows.

The representative from the Mondragon Unibertsitatea research group, which is experimentally developing a work tool on the meaning of work reported on an experiment carried out at the university, where the individual reactions of student volunteers to different types of work were analysed. The exercise helps students to become aware of their reactions and to understand the influence that the nature of work has on their well-being. The next step could be an exercise to work on group reactions. This experiment is a first step in a longer process.

Based on this experiment, members of the University of the Basque Country shared their reflections on the conditions that would be needed to carry out this type of experimental process. In particular, they mentioned the following requirements: (a) voluntary participation of the students, (b) adequate information about the experiment, (c) linking the experiment to the students' field of knowledge.

Next, the representatives of the vocational education centres took the floor and set out a proposal for experimenting with the meaning of work in 5 of the 13 centres in Gipuzkoa. The process would begin first with the teaching staff and then be extended to the students. Once the model has been defined in these five centres, it will be extended to the rest.

### **Advances**

The group rates positively the fact that the meaningfulness of work is being emphasised in the educational system. It also raised some aspects that need to be taken care of in order to approach this path properly:

- a) It will be important to work with a clear conceptual framework
- b) Experimentation should enhance the value of the motive of the work
- c) The reality in our context is that there are lots of repetitive jobs. It is important to find ways of feeling good in them too.
- d) This experiment should serve as a reflection for each person, to ask ourselves about our own motivations.
- e) Consideration should be given to direct student questionnaires
- f) These questionnaires could be followed up with longitudinal studies
- g) We need to combine the meaning of work in both the educational and work environments, cultivating a systemic perspective: one way would be to work with dual system students
- h) We should have the vocation to extend these activities in order to standardise the subject
- i) This issue must also be integrated into the lifelong learning process
- j) Working on values is fundamental when addressing the meaningfulness of work (effort, solidarity, cooperation)
- k) We cannot forget vocational education and pre-university education

All these contributions will also serve to orient the results of the experiments with companies towards the university and vocational education, developing a collaborative governance that can contribute to this.