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## The Employment System, Social Security and Structure of Household Savings

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THE EMPLOYMENT SYSTEM, SOCIAL SECURITY,

AND THE

STRUCTURE OF HOUSEHOLD SAVINGS

The argument we have advanced is that the employment system of the advanced (rich) capitalist countries like the United States is undergoing rapid changes. The employment structure for which the Social Security Act of 1935 is not disappearing but it is withering away. Instead of structure whose core consists of workers who are employed by one company for a major part of their working life we now have an employment system in which an employee will change jobs and companies a number of times over the interval between school and retirement. The change is from being a dependent of a company to being an independent worker. Such independence can make life more interesting, but there is a transfer of risk and uncertainty from the "companies" to the "individuals" and their families.

Fortunately the changes in the employment structure are being made in a very rich country. In the United States we have institutions in place which if appropriately used will make the emerging employment structure benefaction, not an affliction. Perhaps the most important of these institutions is the system of Junior or Community Colleges which became well nigh universal throughout the land in the epoch of the great society. Community Colleges are non-pretentious institutions whose aim is to serve a community.

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They make adult or continuing education a real possibility. In an employment structure which makes employees more like independent contractors than dependents each employee needs to recognize that their current employment may well be transitory and within a relatively short period of time you may need to have a different set of skills in order to earn a living.