The Future of Work: What are the Issues?

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Drivers of Change - Macro

- Technology
- Globalisation and Trade
- Business
- Demography
- Social change
- Politics
Labour Market Effects

- Employment & Unemployment
- Under-employment
- Wages v Profits
- Industries
- Workforce composition
- Occupations
- Tasks
Work Preparation

- Education
  - School
  - University
  - Self-education
- Training
  - TAFE / VET
  - In-house
- Career planning
- Employability
Workplace Issues

- **Formal**
  - IR, HR
  - Contractors v employees
  - Unions – wages, working conditions, bargaining
  - Health & Safety
  - Consultation rights

- **Informal**
  - Work design
  - Work organisation
  - ‘Good work’ v. ‘Bullshit jobs’
‘Between Work’

- Termination, change, redundancy
- Income support
- (Re)training and related support
- Contracting and employment
- ‘Life course’ planning
- Interaction with social security, superannuation
‘Post work’

- ‘Retirement’
- Volunteering
- Superannuation
- Pensions
‘Beyond work’

- Work-life balance and separation
- Work and Identity
- Work and society
- Universal Basic Income etc.
Technology and Work

- Robotisation: old and new
- Platform economy: new and old
- To disrupt or to prepare the disrupted ... what is the priority?
Job Insecurity: ‘Nothing to see here’

- Casualisation
- Churn
- Self-employment
- Multiple Job Holding

See: Robert Sobyra, July 17, 2018

https://theconversation.com/australian-jobs-arent-becoming-less-secure-99739
Job Insecurity: Risk Shifting

- Outsourcing, franchising, labour hire
- Under-payment, illegals
- Changing face of casualisation: full-timers
- Under-employment
- Stagnating wages
- Gig economy

See: David Peetz, August 3, 2018

Politics and the Future of Work: Senate Inquiry

- ALP v Coalition faultlines
  - ‘Competitiveness & flexibility’ v. fairness
  - Employee definition
  - Wages and Inequality
  - Role of unions
  - Rights at work
- ALP/Coalition v Greens
  - Place of work in society: Universal Basic Income
The Senate

Select Committee on the Future of Work and Workers

Hope is not a strategy – our shared responsibility for the future of work and workers

September 2018

Politics and the Future of Work: Senate Inquiry

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Challenges for everyone

- Individuals – ed/training/career choices, skill acquisition
- Companies – creating & facing disruption, organizing work
- Unions – defence v attack, organizing issues
- Education & training institutions – curricula, delivery
- Governments – regulator, employer, promoter, leader
- Society – open v closed, optimistic v pessimistic
- Research – data, practical assistance, promote discussion
Curtin – The Future of Work Institute

Thriving in a Digital Age

Research Themes

1. Transformative Work Design
2. Work Capabilities and Motivation
3. Human System Integration
4. Data Analytics and Decision Making
5. Ageing and Work
6. Public Policy in a Digital Age

Public Policy in a Digital Age

- Support from WA Department of Jobs, Tourism, Science & Innovation
- Initially – 6 sub-projects:
  1. The evolution and future growth of STEM skills in the Western Australian workforce.
  2. Talent challenges to emerging company growth in WA.
  3. Mature age student participation in STEM subjects in higher education.
  4. Employability thinking and the future of STEM in WA.
  5. Assisting workers displaced by technological change.
  6. Events and visiting fellows.