



Curtin University

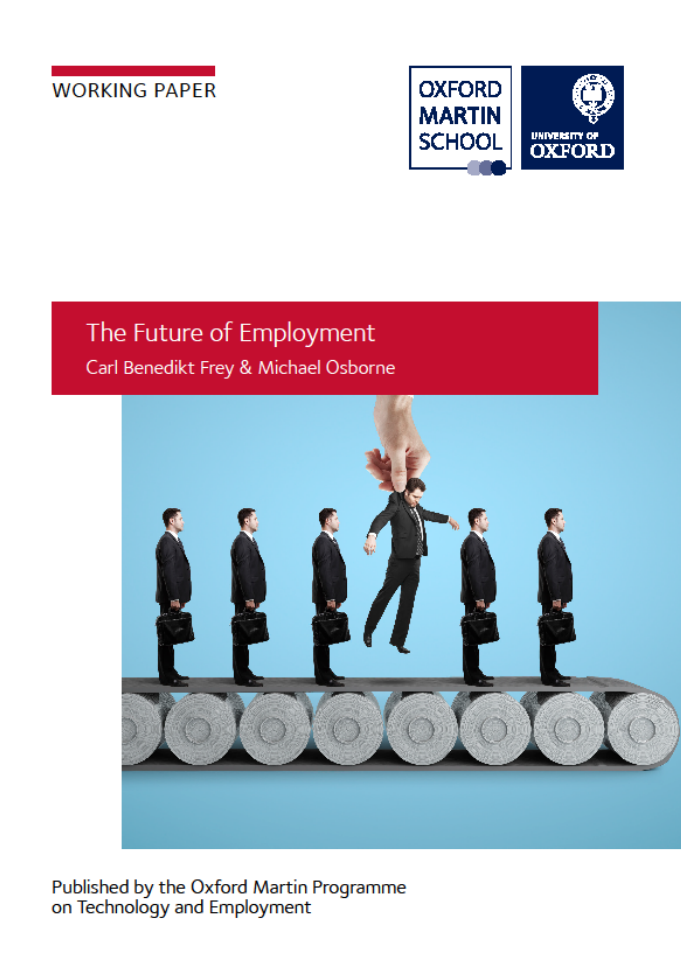
# The Future of Work: What are the Issues?

**Professor John Phillimore**  
**Executive Director**  
**John Curtin Institute of Public Policy**

A global university

Perth | Kalgoorlie | Dubai | Malaysia | Singapore

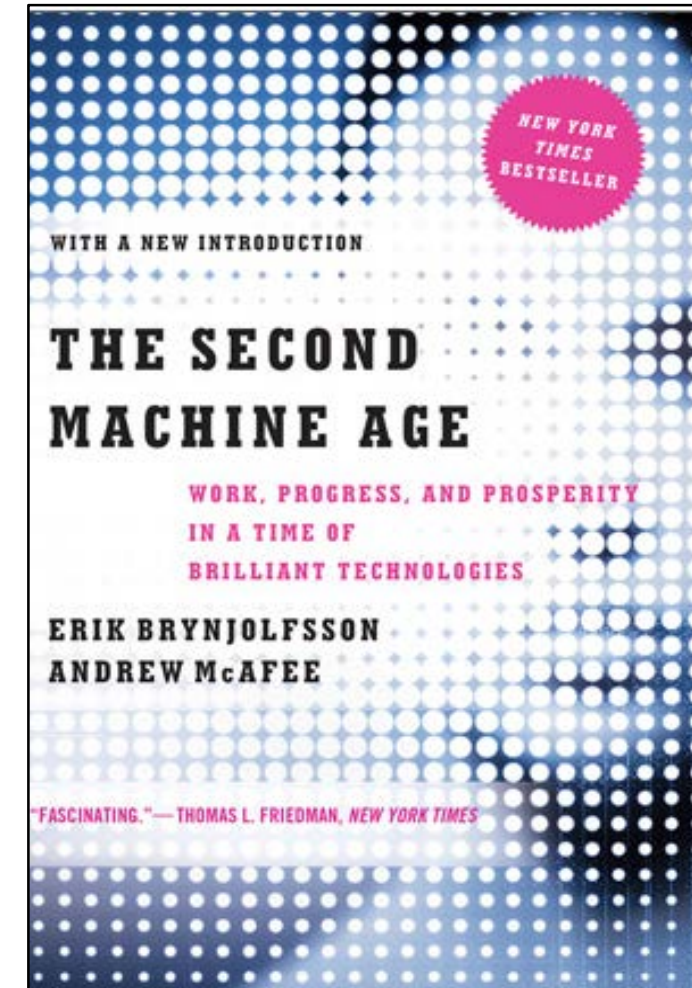




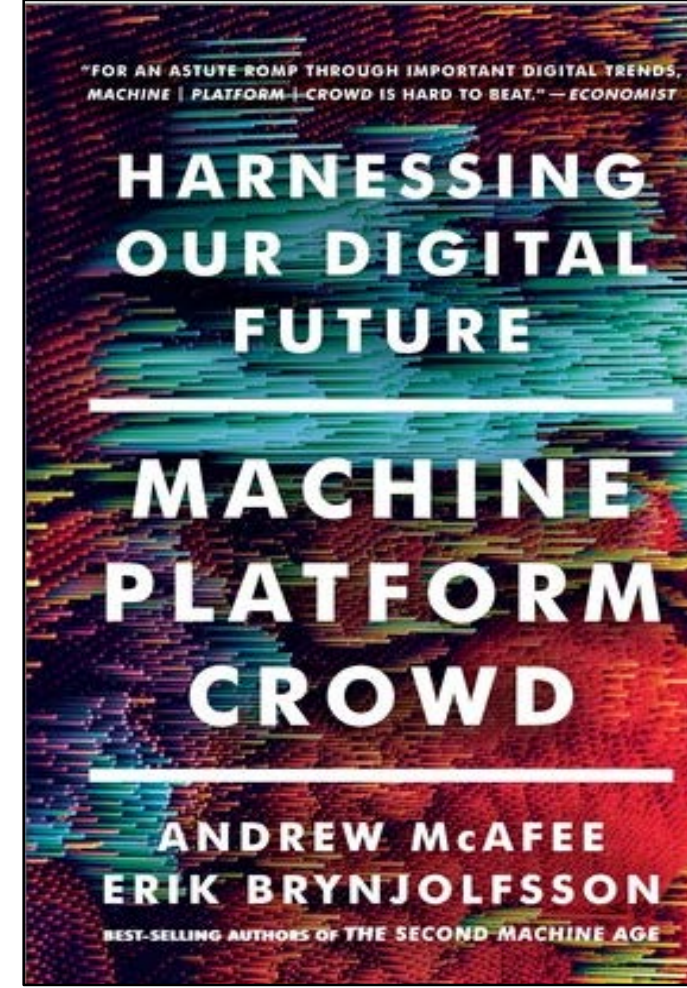
<https://www.oxfordmartin.ox.ac.uk/publications/view/1314>



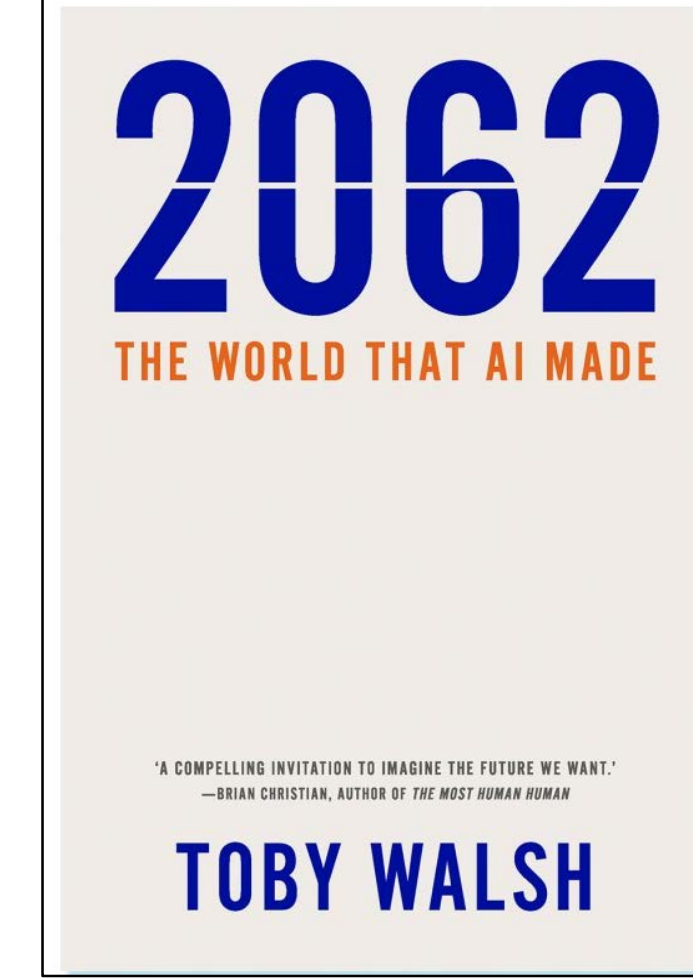
<http://www.ceda.com.au/Research-and-policy/All-CEDA-research/Research-catalogue/Australia-s-future-workforce>



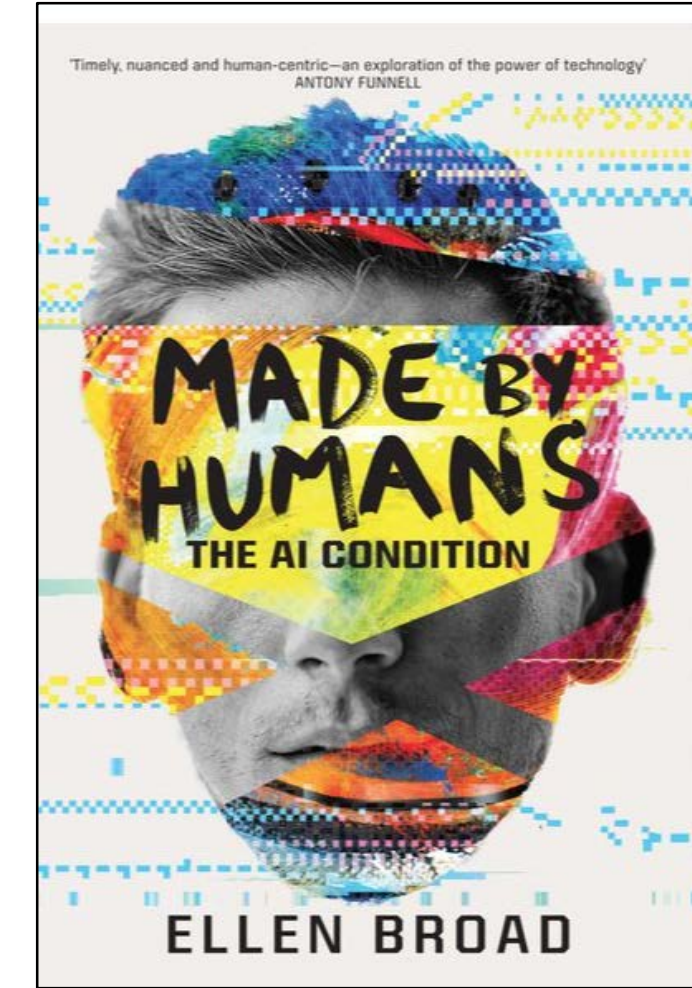
<http://books.wwnorton.com/books/the-second-machine-age/>



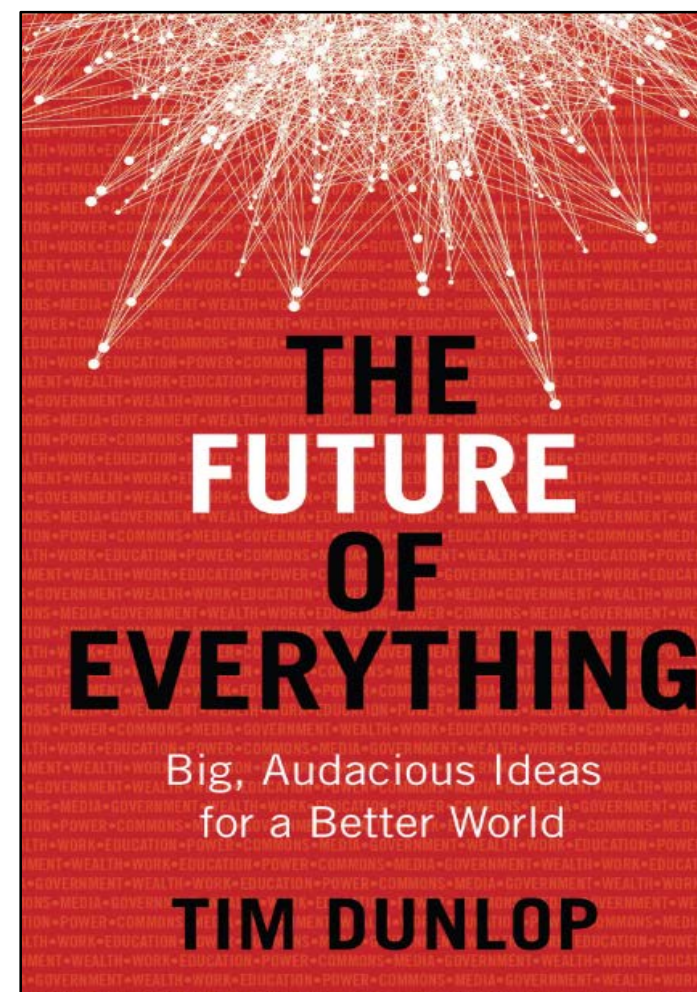
<http://books.wwnorton.com/books/detail.aspx?ID=4294996780>



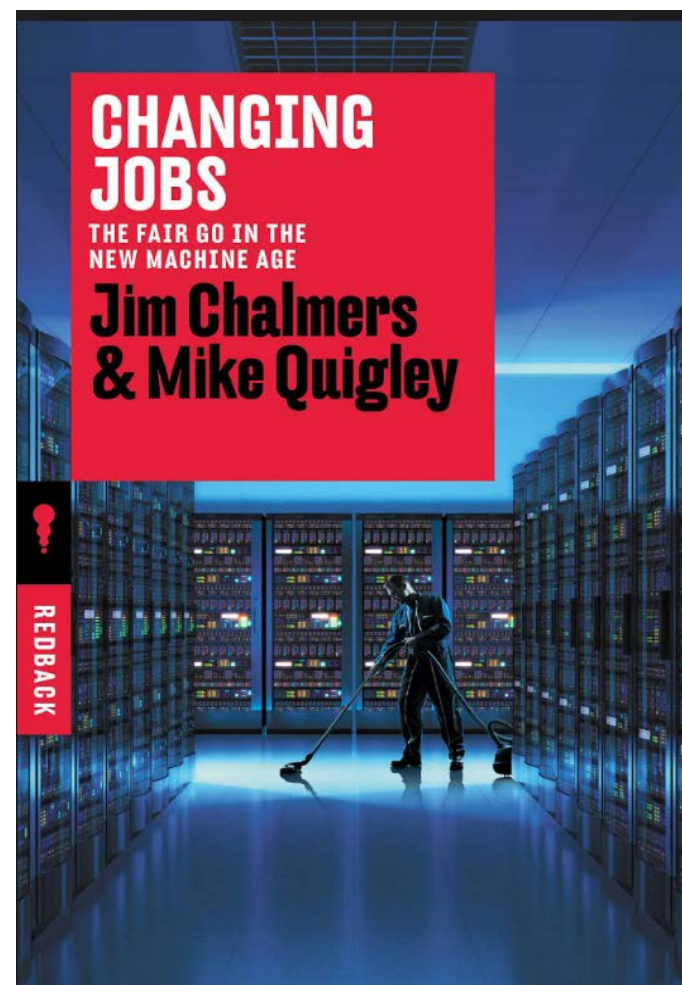
[2062: The World that AI Made](https://www.amazon.com/2062-The-World-that-AI-Made/dp/0099550020)



[Made by Humans: The AI Condition](https://www.amazon.com/Made-by-Humans-The-AI-Condition/dp/0099550020)



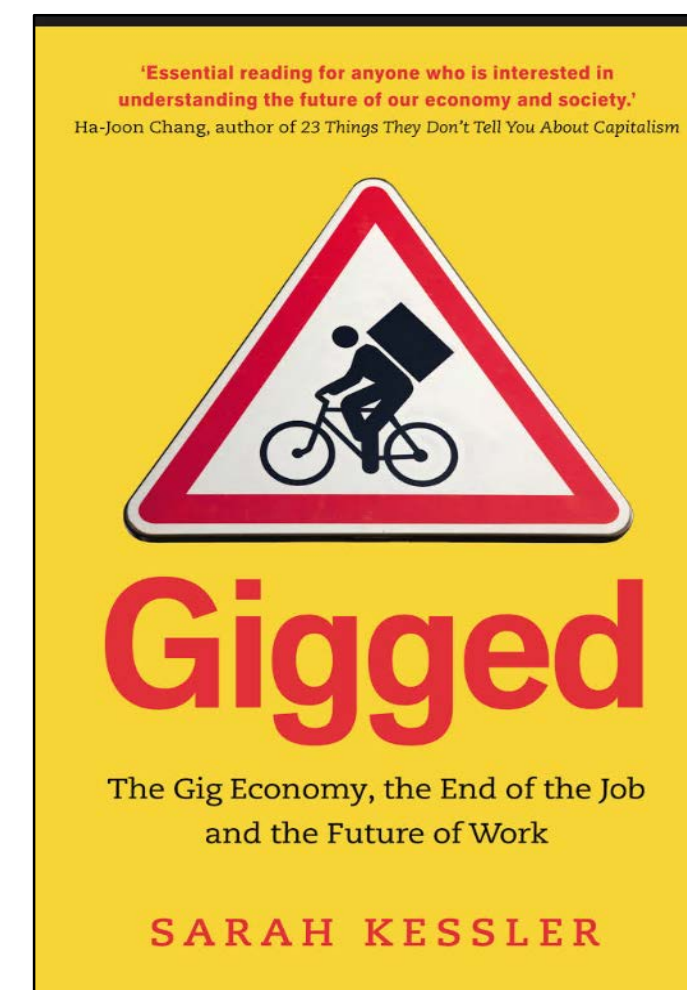
[The Future of Everything: Big, Audacious Ideas for a Better World](https://www.amazon.com/Future-Everything-Big-Audacious-Ideas/dp/0099550020)



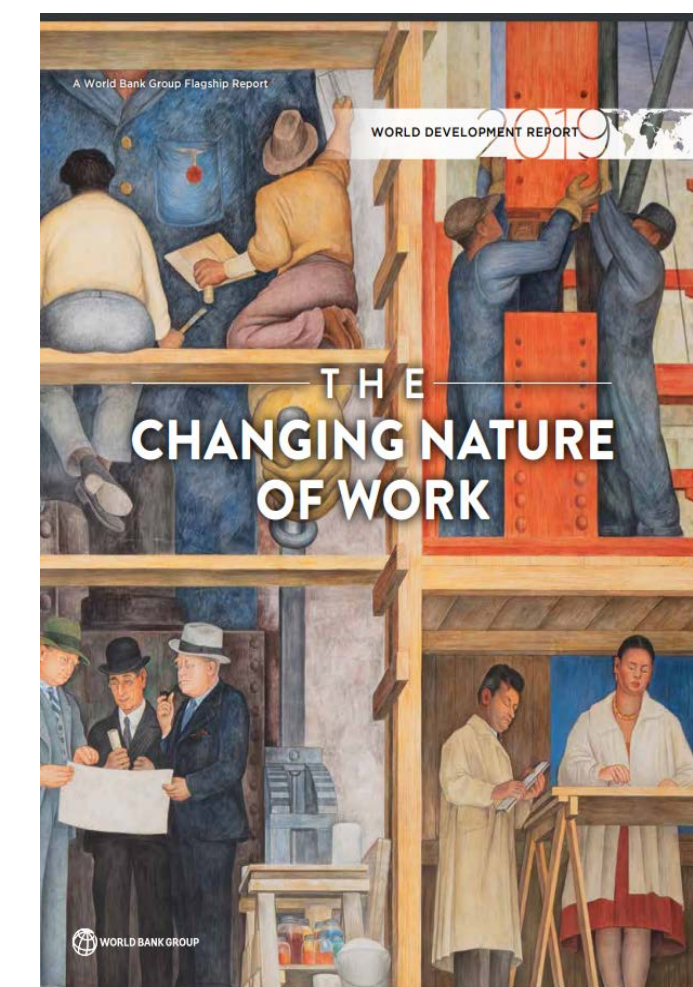
<https://www.blackincbooks.com.au/books/changing-jobs>



<https://www.amazon.com/Shift-Future-Work-Already-Here/dp/0007427956>

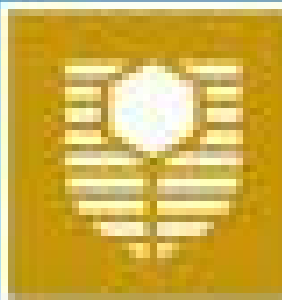


<https://www.amazon.com/Gigged-End-Job-Future-Work/dp/1250097894>



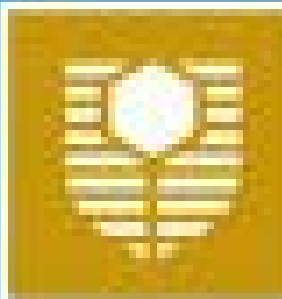
<http://www.worldbank.org/en/publication/wdr2019>





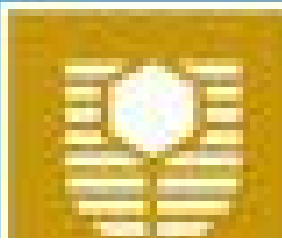
## Drivers of Change - Macro

- ❖ **Technology**
- ❖ **Globalisation and Trade**
- ❖ **Business**
- ❖ **Demography**
- ❖ **Social change**
- ❖ **Politics**



## Labour Market Effects

- ❖ **Employment & Unemployment**
- ❖ **Under-employment**
- ❖ **Wages v Profits**
- ❖ **Industries**
- ❖ **Workforce composition**
- ❖ **Occupations**
- ❖ **Tasks**



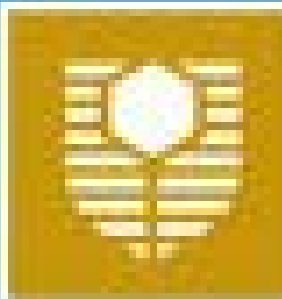
# Work Preparation

- ❖ **Education**
  - ❖ **School**
  - ❖ **University**
  - ❖ **Self-education**
- ❖ **Training**
  - ❖ **TAFE / VET**
  - ❖ **In-house**
- ❖ **Career planning**
- ❖ **Employability**



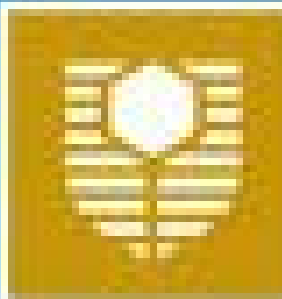
# Workplace Issues

- ❖ **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’**

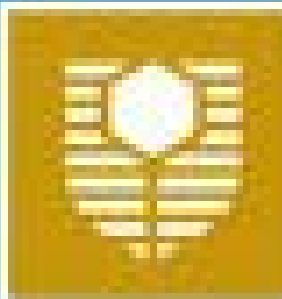
- ❖ **Termination, change, redundancy**
- ❖ **Income support**
- ❖ **(Re)training and related support**
- ❖ **Contracting and employment**
- ❖ **‘Life course’ planning**
- ❖ **Interaction with social security, superannuation**



## **‘Post work’**

- ❖ **‘Retirement’**
- ❖ **Volunteering**
- ❖ **Superannuation**
- ❖ **Pensions**

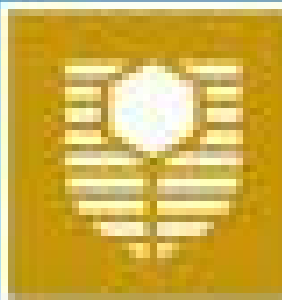




## **‘Beyond work’**

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



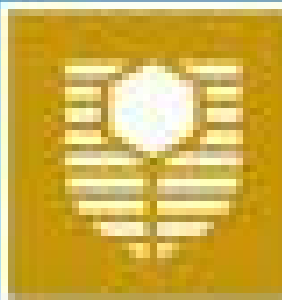


# Technology and Work

- ❖ **Robotisation: old and new**
- ❖ **Platform economy: new and old**
- ❖ **To disrupt or to prepare the disrupted .. what is the priority?**







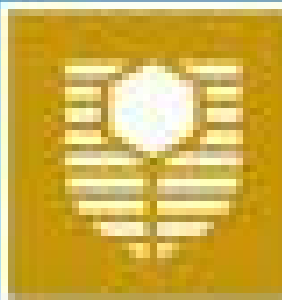
## Job Insecurity: 'Nothing to see here'

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

See: Robert Sobyra, July 17, 2018

<https://theconversation.com/australian-jobs-arent-becoming-less-secure-99739>



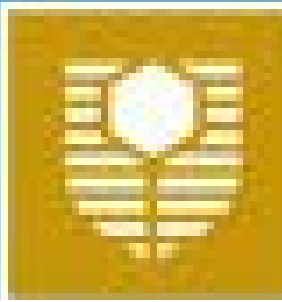


## Job Insecurity: Risk Shifting

- ❖ 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

<http://theconversation.com/self-employment-and-casual-work-arent-increasing-but-so-many-jobs-are-insecure-whats-going-on-100668>



# 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

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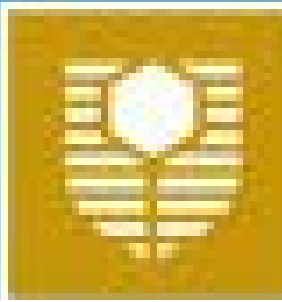
Select Committee on the Future of Work and  
Workers

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

September 2018

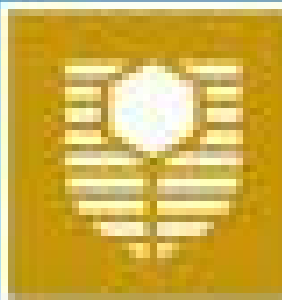
[https://www.aph.gov.au/Parliamentary\\_Business/Committees/Senate/Future\\_of\\_Work\\_and\\_Workers/FutureofWork/Report](https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Future_of_Work_and_Workers/FutureofWork/Report)



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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**



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# Curtin – The Future of Work Institute

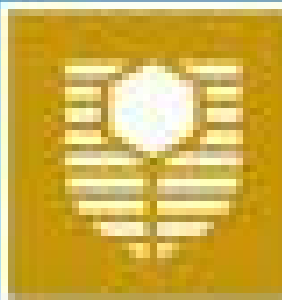
## Thriving in a Digital Age

### 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

<https://campaign.curtin.edu.au/future-of-work-institute/>





# 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.**