ADJUSTING TO CHANGE IN THE FUTURE OF WORK

*Improving housing standards for co-benefits for energy efficiency, carbon mitigation and health*

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Construction – an industry in change

Construction industry is facing many changes because of

- Skill shortages
- Need to diversify workforce
- Poor health and safety record
- Unsustainable contracting models
- Uncertain work stream
- Need for leadership
- Low productivity
- Big quality issues

These are being targeted by the Construction Accord

- “Industry Transformation Plan”
- Governance includes government, business and union reps
Construction – an industry in change

But there are other changes it faces

- The need to address climate change
- Demand for higher housing standards: health and energy use
- Globalisation – new forms of competition
- Technology – automated/driverless equipment, off-site construction, drones, 3D printed buildings? ...
- Impact of aging population – on workforce and on housing needs
Future of Work

- Many of these are not unique to construction
- Climate change, Globalisation, Technology, Demographics ... all mean changes in work
  - Skills become redundant, new ones needed
  - Industries changing or disappearing,
  - Work may become more insecure, inequality grow
Future of Work – CTU view

Hard to predict what it will look like but it is not pre-determined: we have choices and we can prepare for it, supporting people through change: a “Just Transition”

Three pillars:

- **Industry policies** to replace old jobs with better jobs, not more baristas
- **Employment laws** and policies that ensure everyone shares in the benefits
- **A capable state** to help people through change
  - *Income replacement, support for retraining and finding a new job (Active Labour Market Policies)*
  - *Quality public services, investment, regulation*
  - *Macroeconomic policies for full employment*
Future of Work Tripartite forum

Co-governed by Government, NZCTU, Business NZ

Initial priorities:

- **Industry policies** – Industry Transformation Plans
- **Training at work** – Lifelong learning
- **Employment protection** – Improving rights for contractors
- **Support for workers** whose jobs are at risk or lost: income replacement, active labour market policies

See
Future of Work Tripartite Forum Strategic Assessment November 2019
Thank you

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