

# 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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*Te Kauae Kaimahi*

# 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

*This conference*

- 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*



Industry policy

Employment  
law

A capable state

# 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 <https://treasury.govt.nz/information-and-services/nz-economy/tripartite-future-of-work-forum> and in particular [Future of Work Tripartite Forum Strategic Assessment November 2019](#)

# Thank you

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