NEW DIMENSIONS IN THE WORLD OF WORK

MARK LENNON
SECRETARY
UNIONS NSW
‘I never make predictions, especially about the future’

Samuel Goldwyn Mayer
Industrial
Political
Economic
Demographic
Social
Technological
Environmental
WORKPLACE

- Collective/Individual
  - What is the mix?
- Individual Rights
  - FWA
- Human Resources
- Jobs Changers
  - 6 to 8 jobs in a career
- Legal Nature of Relationship
  - traditional contract extinct
WORKPLACE

- **Skills Flexibility**
  - Deep skills/Adaptive skills
  - Low disposable skills

- **Two Labour Markets**
  - Engaged workforce
  - Itinerant workforce

- **Phasing Out of Work**

- **Strong Safety Net**
Social

- Decline of institutions
- Growth of informal communities
- Social Networking
- Multi generational living
UNIONS

- Still Relevant - 80% community support
- Accepted spokesperson for workplace issues
- Growth in traditional/human service industries. e.g. health
- 20% Membership, 27% Membership in Professions, 65% White Collar
Unions

- 900,000 seeking to join

- Those more likely to join:
  - Casual or temporary workers
  - Working part time
  - Earning lower incomes
  - Women

- Appropriate structure for the coming years
WORKPLACE LEADERSHIP

- Vision/Direction
- Values
- Influence vs command
- Respect
- Engagement
- Creativity
- Know yourself