

# INDEPENDENT COMMISSION ON THE FUTURE OF WORK

## TERMS OF REFERENCE

### PURPOSE

1. The purpose of the independent Commission is to understand emerging trends and address new policy challenges arising from the growth and fusion of technologies at work ('the new technological revolution').
2. The Commission will make recommendations on ways to meet the most pressing challenges which advance innovation and social justice together.

### 4 STAGE PROCESS

3. The Commission will adopt a 4 stage evidence-based approach to making policy recommendations.
4. **First**, the Commissioners will analyse existing material on the introduction and implications of new technologies on all types of work.
5. **Second**, the Commission will select sectors for more detailed review and seek evidence with a focus on the following questions:

## **New models**

- What is the relationship between existing work models and challenges and the introduction of new technologies at work?
- Are trends emerging in the introduction and implications of new technologies at work? What differences in the implications for different sectors and regions can be identified?
- What opportunities are there to develop new models of: (i) working (ii) ownership and (iii) governance to maximise the benefits of new technologies for working people?
- How can these opportunities be explored? What can we learn from practice and policy in other countries and global organisations?

## **Regulation**

- To what extent have traditional concepts in employment law been outgrown by new models of work?
- How can existing rights for working people be adapted and improved to operate in these new models?
- What is the impact of new technology on representation and the organisation of people at work?

- Is new legislation needed in employment or other areas of law? Is other support needed?
- What can we learn from practice and policy in other countries and global organisations?

## **Innovation**

- What is the significance of learning and innovation in the new technological revolution?
- How can learning and innovation be directed towards socially useful purposes: (i) dynamic job creation (ii) increasing pay and (iii) improving the quality of work for people?
- What roles should schools, government, business, trade unions and academic institutions play?
- What can we learn from practice and policy in other countries and global organisations?

## **Broader role of work**

- What role does work play for (i) people and (ii) society beyond the provision of income and the production of goods and services?
- What are the implications of this in addressing the policy challenges identified?
- How can we make sure that work, and our approach to work, is human-centred?

6. **Third**, scenarios will be constructed to reflect the evidence on emerging trends and key questions. The Commission will consider the strategic and policy implications of each scenario.
7. **Fourth**, the Commission will identify emerging trends and make recommendations including (i) goals and overarching principles (ii) achievable policies and priorities and (iii) areas for further research.

## **SCOPE**

8. In considering the key questions, the remit of the Commission will include some consideration of:
  - (I) Brexit and protectionism
  - (II) the productivity challenge
  - (III) the demographic challenge
  - (IV) the low wage economic model
  - (V) regional perspectives
  - (VI) equality and diversity

## **EVIDENCE**

9. The Commissioners will consider contributions from the public and stakeholder trade unions, academic institutions, think-tanks and other groups including:
  - (I) a review of existing evidence
  - (II) a digital consultation
  - (III) oral evidence provided at public sessions
  - (IV) written submissions following call for evidence
  - (V) new research submitted by stakeholders.

## **DELIVERABLES**

10. The Commission will schedule at least one meeting per parliamentary term for one year, starting 8 November 2016.
11. The Commission will host an open conference in the Spring term of 2017.
12. The Commission will publish a report or interim report by September 18<sup>th</sup> 2017.