

# Understanding the Changing Nature of Work in the Bay Area

## DRIVERS OF CHANGE

What national or global shifts over the past 50 years have contributed to structural changes in labor markets and employment?



**Demographic shifts**



**Shifting power from people to firms**



**Climate change**



**Structural racism & gender discrimination**

## TECHNOLOGICAL TOOLS FACILITATE CHANGE

New technologies do not inherently create change, but may be deployed in ways that spur change. Many recent or emerging tech tools are facilitating changes in the nature of work.

## WAYS WORK IS CHANGING IN THE BAY AREA

How are these global drivers and technologies manifesting locally in the workforce, labor markets, and employment arrangements that characterize the San Francisco Bay Area?



**Automation of tasks**



**Growth and decline of industries**



**Changing demands for skills**



**Economic shifts in response to climate change**



**Expansion of contingent & nonstandard work arrangements**



**Introduction of new technologies in the workplace**  
*(other than automation)*

## WAYS BAY AREA ACTORS ARE RESPONDING TO CHANGES

How are the public sector, communities, nonprofits, worker organizations, businesses, industry organizations and funders responding to the changing nature of work?



**Worker organizing**  
Organizing workers to demand better conditions and a say in workplace changes



**Workforce development**  
Investing in worker training, education, access to jobs, and expanding the workforce



**Business & economic development**  
Strengthening industries poised to grow in the new economy



**Social protection & assistance**  
Adapting existing forms and building new models



**Alternative economic models**  
Experimenting with new systems and structures, such as co-ops

# HOW CAN WE ASSESS RESPONSES?



## **Job Quality**

*Does this response expand the net number of quality jobs available and/or improve the quality of existing jobs?*



## **Equity**

*Does this response strengthen diversity, equity, and inclusion in employment, particularly across race and gender?*



## **Agency**

*Does this response build the ability of workers to shape outcomes related to their future?*



## **Sustainability**

*Does this response make work more sustainable for the worker, their family, their community, and the environment?*