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
- Climate change
- Structural racism & gender discrimination
- Shifting power from people to firms

**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.

- 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 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
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**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

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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?