Bending Future Work, Careers and Life Courses: Responding to Enduring and New Inequalities

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1. Working-Age U.S. Adults Face New Risks
The Linear, Lockstep Career Path

Preparation → Continuous Work, Status Attainment → Retire or Die

Percentage engaged in wage and salary work: U.S. Men and women age 18-64, 1800-2013

Source: Ruggles, Steve. Presentation to PAA.
The Rise and Fall of Wage and Salary Work: Percent of persons age 18-64 working for wages or salary, 1800-2100

2. Young US Adults Are Vulnerable
The Conventional Path to Adulthood is Disrupted

Childhood Adolescence ➔ Emerging Adulthood Uncertainty Possibility ➔ UNConvention al Adulthood Loosely Coupled Careers

Median wages for full-time earners: United States men and women age 25-29, 1940-2013

Source: Ruggles, Steve. Presentation to PAA.
Median income as a % of median income in previous generation (25 years before): United States men age 25-29, 1940-2013

Median income as a percentage of the top 1%: United States men age 25-29, 1940-2013

Source: Ruggles, Steve. Presentation to PAA.
3. World-Wide, Millennials Views are Changing
**Figure 4.** While millennials’ view of business behavior continues to improve...

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent Agree</th>
<th>Percent Disagree</th>
<th>Percent No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>30%</td>
<td>20%</td>
<td>50%</td>
</tr>
<tr>
<td>2016</td>
<td>40%</td>
<td>15%</td>
<td>45%</td>
</tr>
<tr>
<td>2017</td>
<td>50%</td>
<td>10%</td>
<td>40%</td>
</tr>
</tbody>
</table>

Q: Thinking about the business world, how would you agree or disagree that each statement below describes their current behavior...

- They focus on their own agenda rather than considering the wider society.
- They behave in an ethical manner.
- Their leaders are committed to helping improve society.
- They have no ambition beyond wanting to make money.


**Figure 19.** Automation expected to drive growth and provide opportunity (at the possible expense of a sterile workplace)

- Improve/positive sentiment
- Get worse/negative sentiment

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Overall Productivity</th>
<th>Economic Growth</th>
<th>Time people have to spend on creative/value-added activities</th>
<th>Ability for organizations to use their people in a flexible manner</th>
<th>Opportunities for employees to learn new skills</th>
<th>I will have more influence within my organization</th>
<th>I will need to retrain</th>
<th>The workplace will become sterile and impersonal/less human</th>
<th>Inequality, e.g. gaps in income/opportunity</th>
<th>Number of jobs available to people like you</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>9%</td>
<td>-1%</td>
<td>12%</td>
<td>14%</td>
<td>21%</td>
<td>21%</td>
<td>21%</td>
<td>21%</td>
<td>21%</td>
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</tr>
<tr>
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</table>

Q32. Thinking about the future of the workplace (not just your organization but in general), what impact do you think automation/artificial intelligence will have on the following?

Q33. What might be the impact of increasing automation/artificial intelligence in the workplace? Do you think the following will apply to you?

4. Longevity and Older Boomers are Changing Later Adulthood

The Conventional Path to Retirement is also Disrupted
Figure 3. Labor force participation rates of selected age groups, seasonally adjusted, 1948–2016


Figure 2. Civilian noninstitutional population (total), by age, annual averages, 1948–2015

The Disrupted and Evolving 21st Century Life Course

Childhood → Adolescence → Emerging Adulthood → Uncertainty → Possibility → UNConventional Adulthood → Loosely Coupled Careers → Encore → Adulthood → Uncertainty → Possibility → Old Age → Dependency → Leisure

But no blueprint, no net

Challenge:

- How to Remove Time Constraints and Open up Possibilities for Women, Men, and Families at all Stages of the Life Course?

- How to Institutionalize Alternative Educational/Work-Time/Career Path Options and Safety Nets that Promote Healthy Work, Healthy Workers, Healthy Families, and Gender Equality?
Challenge: Shortened Framework of Institutional Time (Sennett) …Uncertainty About the Future…and the Present

….NEW VISIONS REIMAGINING WORK, CAREERS, AND LIFE COURSE

….PLUS NEW POLICIES, PRACTICES, SAFETY-NETS

“The goal is not to witness change but to make it happen.”