

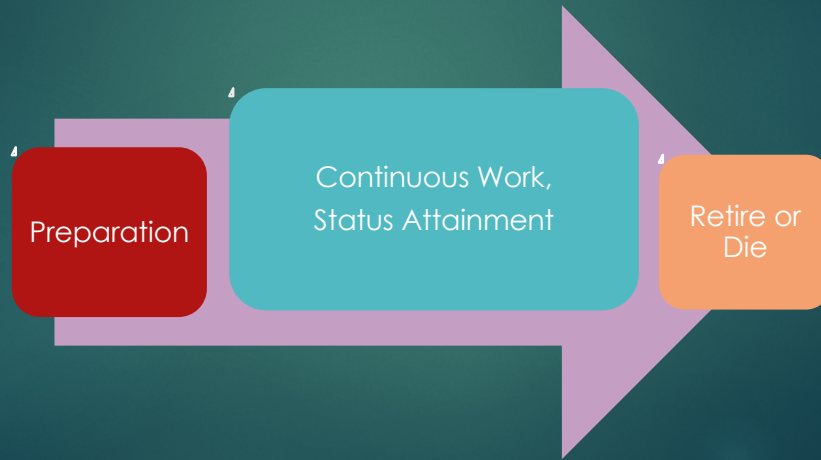
Bending Future Work, Careers and Life Courses: Responding to Enduring and New Inequalities

PHYLLIS MOEN
UNIVERSITY OF MINNESOTA



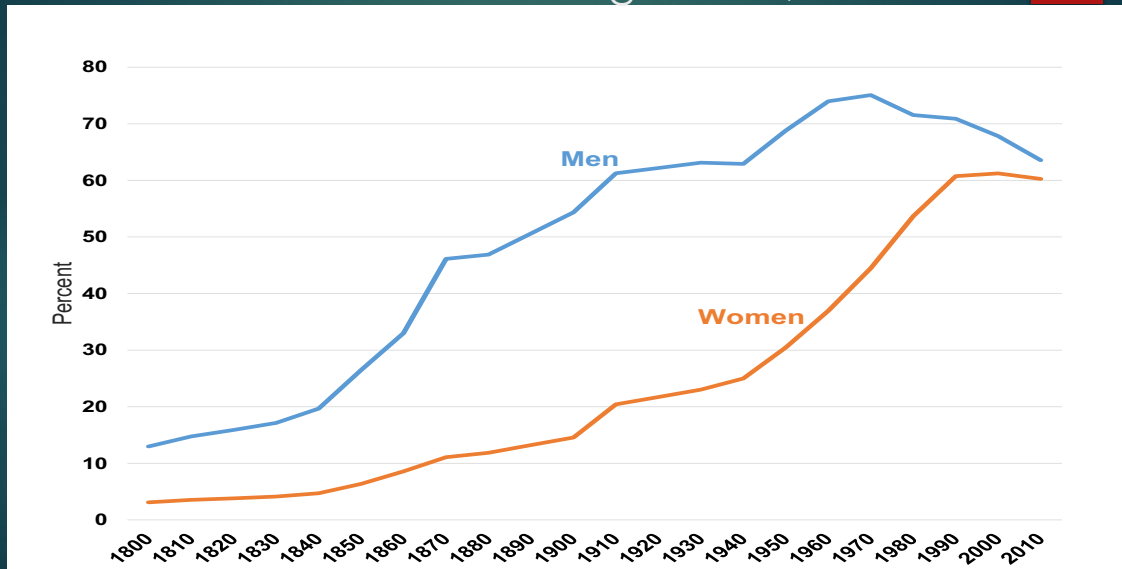
1. Working-Age U.S. Adults Face New Risks

The Linear, Lockstep Career Path



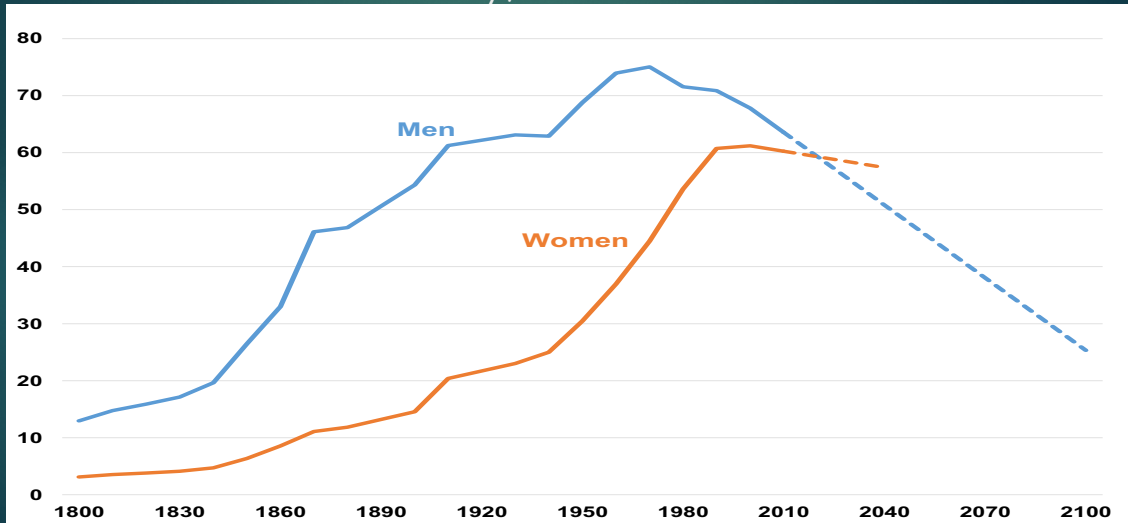
Source: Ruggles, Steve. Presentation to PAA.

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



Source: Ruggles, Steve. Presentation to PAA.

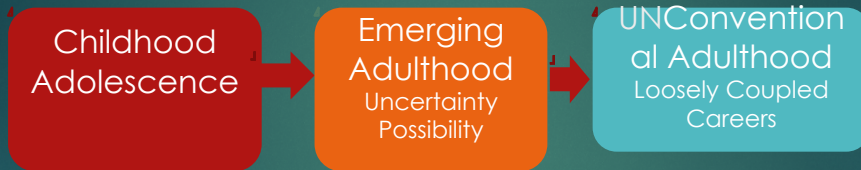
The Rise and Fall of Wage and Salary Work: Percent of persons age 18-64 working for wages or salary, 1800-2100



Source: Ruggles, Steve. Presentation to PAA.

2. Young US Adults Are Vulnerable

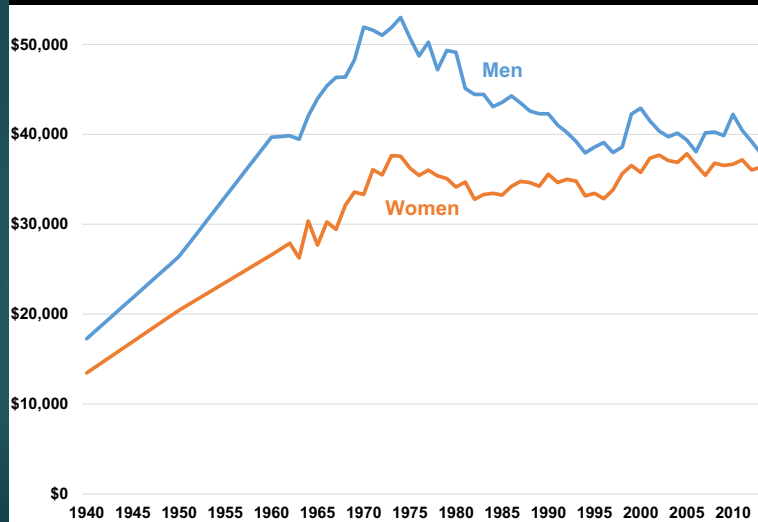
The Conventional Path to Adulthood is Disrupted



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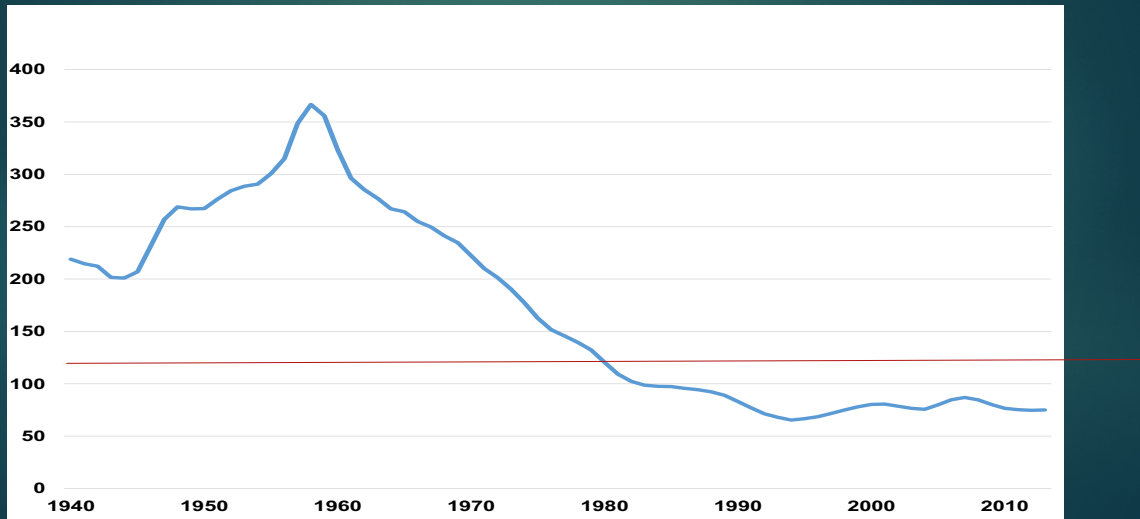
Source: Ruggles, Steve. Presentation to PAA.

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



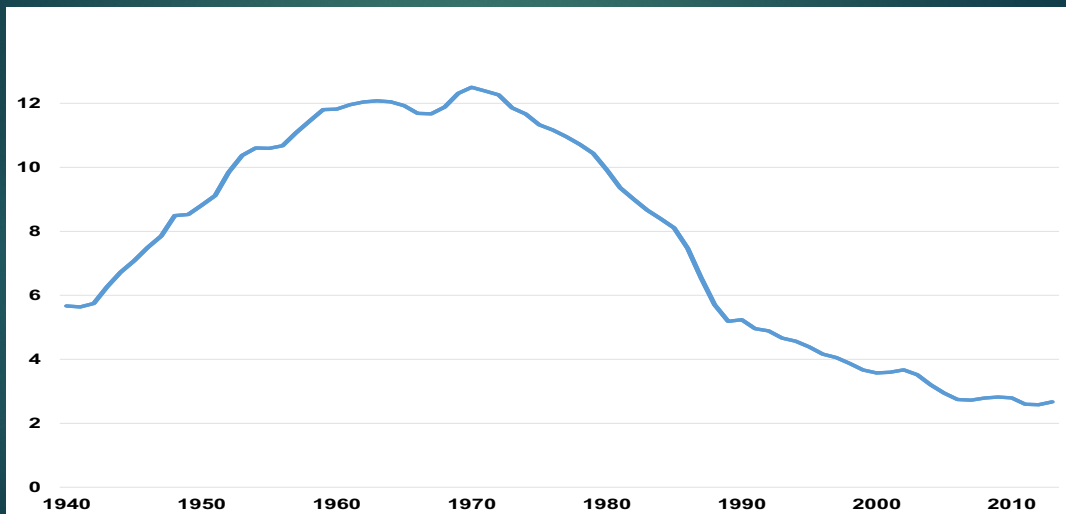
Source: Ruggles, Steve. Presentation to PAA.

Median income as a % of median income in previous generation (25 years before): United States men age 25-29, 1940-2013



Source: Ruggles, Steve. Presentation to PAA.

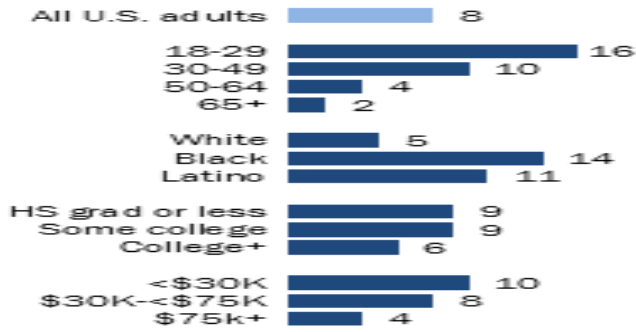
Median income as a percentage of the top 1%:
United States men age 25-29, 1940-2013



Source: Ruggles, Steve. Presentation to PAA.

Young adults, non-whites especially likely to get work via online gig platforms

% in each group who have earned money in the last year from online gig work platforms



Source: Survey conducted July 12-Aug. 8, 2016.
 "Gig Work, Online Selling and Home Sharing"

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3. World-Wide, Millennials Views are Changing

Figure 4. While millennials' view of business behavior continues to improve...

Percent of millennials who



Q2. Thinking about businesses around the world, would you agree or disagree that, on balance, the following statements describe their current behavior?

¹ "Super-connected" millennials are those identified in our data as being "highly connected" in relation to average social media usage in their own countries.
² "Active citizens" are those identified as being most likely to have played an active role in a national, regional, or local campaign; actively followed a campaign or news story that concerns them; participated in a public demonstration, protest, or march; created social media content relating to an environmental, human rights, political, or social issue; boycotted or avoided the products of an organization for ethical reasons, etc.

Source: Deloitte. (2017). *The 2017 Deloitte Millennial Survey (7)*. Retrieved September 28, 2017, from <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/millennialsurvey.html>

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



Q32. Thinking about the future of the workplace (not just your organization but in general) what impact do you think automation/robotics/artificial intelligence will have on the following?
 Q33. What might be the impact of increasing automation/robotics/artificial intelligence in the workplace? Do you think the following will or will not apply to you?

Source: Deloitte. (2017). *The 2017 Deloitte Millennial Survey (24)*. Retrieved September 28, 2017, from <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/millennialsurvey.html>

4. Longevity and Older Boomers are Changing Later Adulthood

The Conventional Path to Retirement is also Disrupted

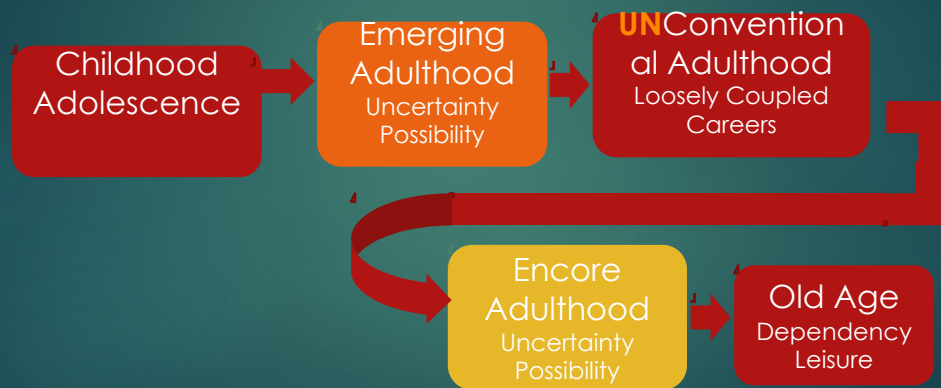
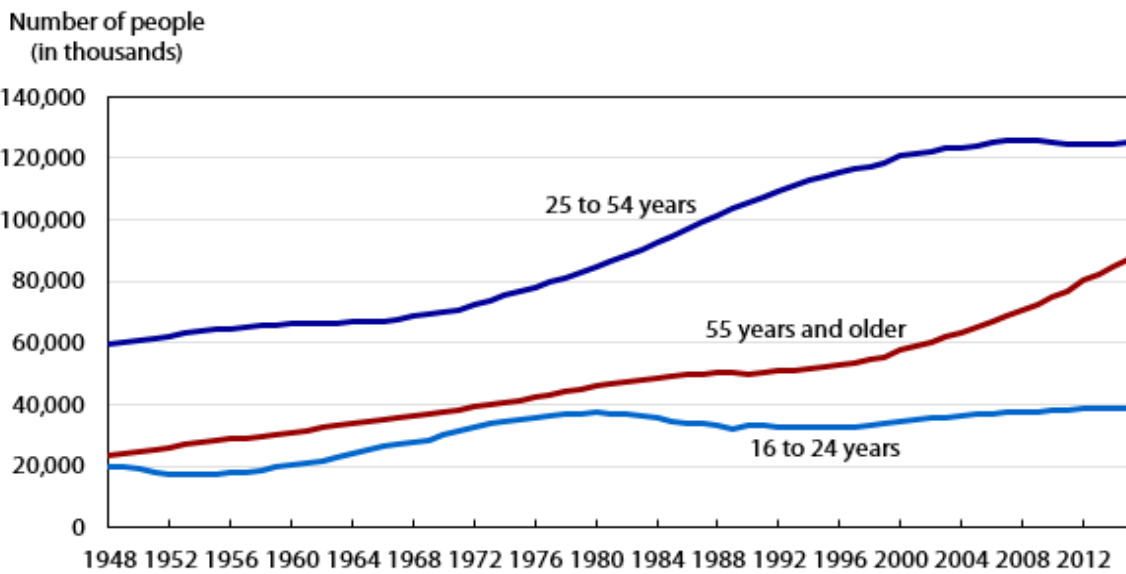


Figure 3. Labor force participation rates of selected age groups, seasonally adjusted, 1948–2016



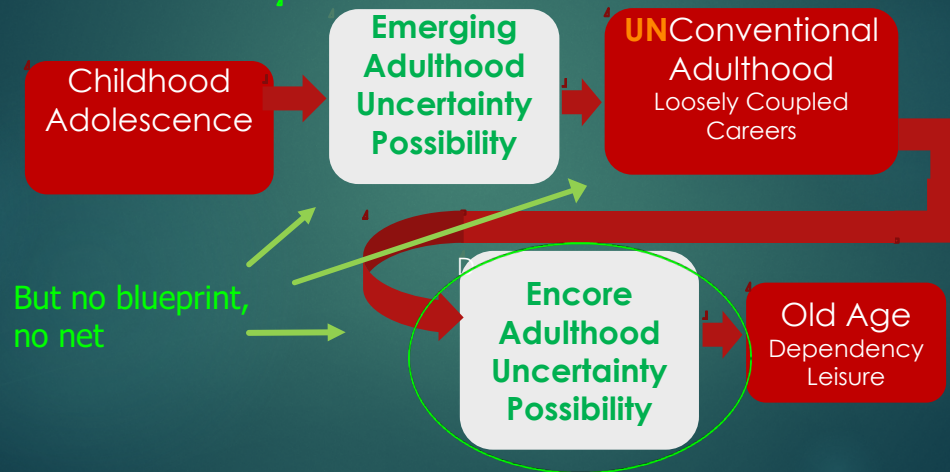
Note: Shaded areas represent recessions as determined by the National Bureau of Economic Research.
 Source: U.S. Bureau of Labor Statistics, Current Population Survey.

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



Source: U.S. Bureau of Labor Statistics, Current Population Survey.

The Disrupted and Evolving 21st Century Life Course



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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?**

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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

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