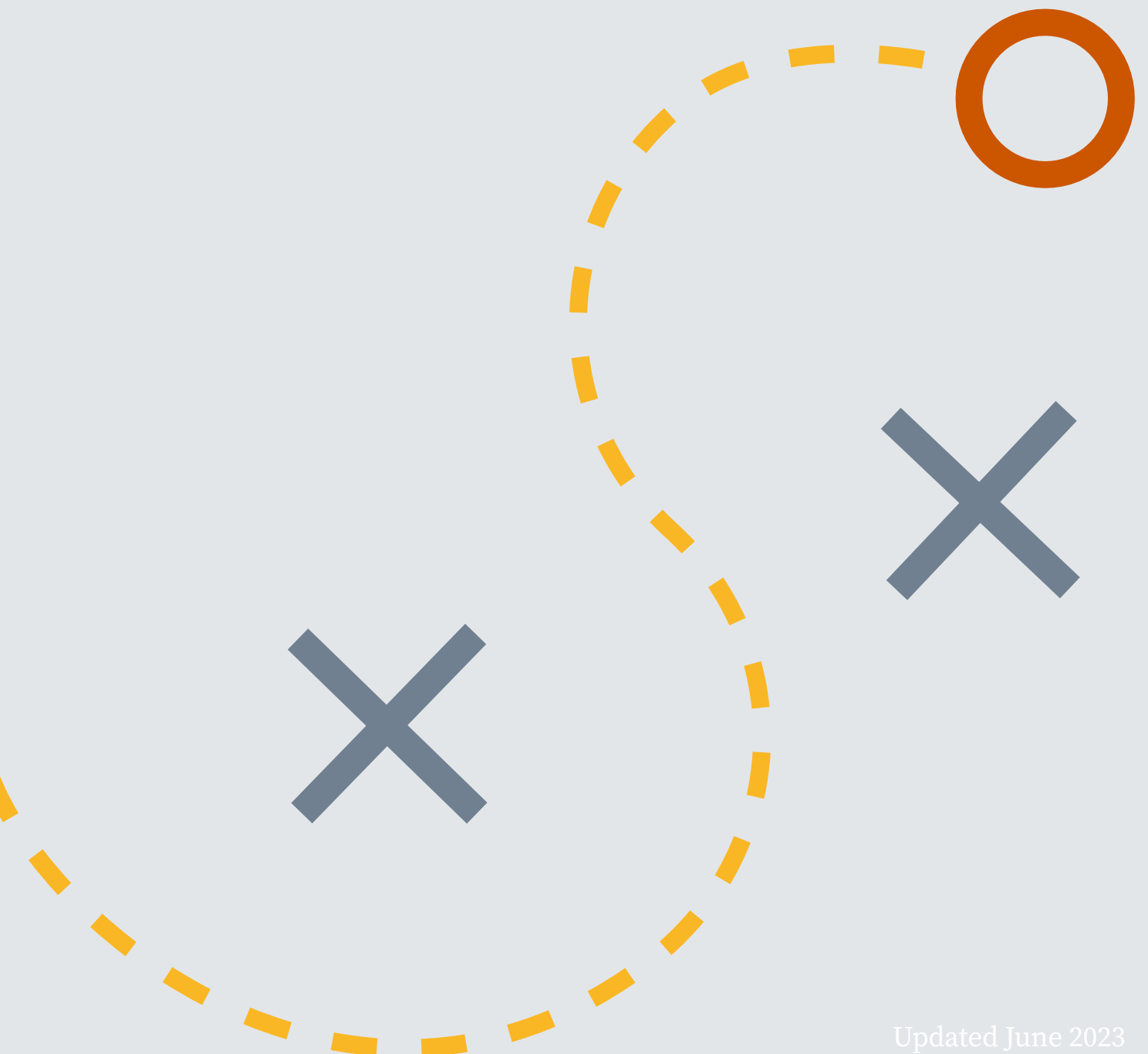




Institute *for the*
Future of Work

Strategy

2022–25



Updated June 2023

About

We are an independent research and development institute exploring how new technologies are transforming work and working lives. Our core team at Somerset House works with a growing network of strategic partners striving for systems change.

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Who we are

Our mission is to shape a fairer future through better work.

Our goal is a good society in which everyone can flourish through this new technological revolution.

Our belief is that creating and sustaining good work is the best way to achieve this goal and ensure that innovation and social good advance together.



A critical juncture

The greatest transition since industrialisation is underway, but the outcome is not yet fixed. The future of work depends on our response.

Technology offers vast opportunities for people and communities to make the world of work – and society – a better place. However, risks and benefits are not evenly spread. This means that widening structural inequalities will be compounded without swift and sustained action.

Work is at the centre of people's lives, communities and the economy, and new technologies are transforming work at an increasing pace. We believe that a sharper focus on creating and sustaining good work is the best way to tackle inequalities, and maximise and share benefits for everyone.

The activity of work reminds us that we – as individuals, as communities and as a society – are building the future together.

Good work is more than employment. It is work that offers fair pay and terms, promotes dignity, autonomy and equality, and where people are properly supported to develop their talents and have a sense of community.



We are
optimistic about
the future of
work but we must
act now.

Core challenges and priorities

With this transition, work and working lives are changing faster than ever before. Here, we set out three core challenges that this presents, and our priorities as we seek to meet them.

Changing work

Core challenge

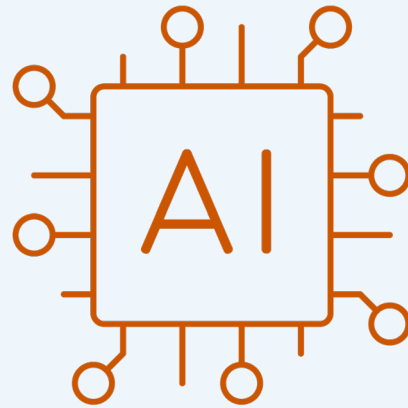
The risks and rewards of transition are not evenly spread meaning that structural inequalities are increasing.

Core aims

Tackle structural inequalities and ensure that the technological transition advances prosperity and wellbeing for everyone.

Core outcomes

- Evidence gaps are addressed and understanding is improved
- Automation becomes human-centred, increasing prosperity and wellbeing for all
- The conditions needed to shape good future work are built



Programmes

Work and wellbeing

We are exploring the links between good work and wellbeing, and the role that good work can play in boosting wellbeing and resilience.

Shaping just transitions

We are exploring labour market transitions in the context of automation. We focus on the distribution of automation impacts on the nature and quality of work and the conditions needed to shape a future of good work across the country.

Core challenges and priorities

Shifting power

Core challenge

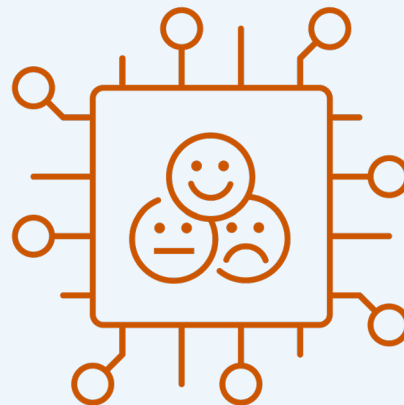
New technologies are driving big shifts in power and challenging traditional mechanisms of governance and accountability at work.

Core aims

Strengthen accountability and safeguard good work through transition.

Core outcomes

- Standards and regulation are developed and enforced to protect good work
- New mechanisms for good innovation and governance are co-designed and used
- Methods and capacity for participation are increased



Programmes

New models of work

We are exploring the full range of technology impacts on the dimensions of good work set out in our Good Work Charter and developing new safeguards to protect good work in the age of AI.

Responsible technology

We are prioritising good work in order to help build a responsible technology ecosystem that ensures accountability, optimises benefits and minimises risks across the technology lifecycle.

Core challenges and priorities

Prioritising people

Core challenge

People's lived experience, values and agency are being neglected in shaping futures of work.

Core aims

Forefront people's experience, values and agency in shaping transitions to good, fulfilling local work.

Core outcomes

- Local future of work strategies are developed and implemented
- Methods and forums to involve local people are co-designed and used
- Collaborations and infrastructure to shape good, local work and strengthen communities are built



Programmes

Our future workforce

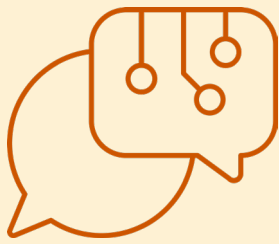
We are broadening strategies for equipping the future workforce by introducing the capabilities approach.

Communities in transition

We are working in partnership to empower local institutions, communities and people to shape their own futures of work.

What we are doing

If we build understanding, create solutions and make connections then we can meet these challenges, helping to build a good society in which everyone can flourish through this new technological revolution.



Building understanding



Creating solutions



Making connections

Shifting narratives

We are reframing debates on technology and the changing labour market to forefront work in shaping a better, fairer future for everyone.

In the **Pissarides Review**, we are reframing automation to include impacts on access, nature and quality of work.

Creating evidence

We are building and sharing a multi-disciplinary evidence base of the impacts of technology on work and working people.

With our **Knowledge Hub**, we are seeking out new areas for research and promoting knowledge exchange.

Designing solutions

We are designing and testing practical solutions informed by our own and our partners' research.

With our **Lab**, we are connecting research with action to design novel solutions in high-impact areas.

Developing policy

We are developing new policy, regulatory models and systems with our partners which we deliver to the frontline of politics.

With our **Good Work Algorithmic Impact Assessment**, we are delivering research and solutions to the front line of politics and informing the development of policy and regulation.

Building capacity

We are building the capabilities of communities and institutions to shape futures of work.

With our guidance for Unions and Chartered Institutes, we are providing a bridging role for effective, collaborative working.

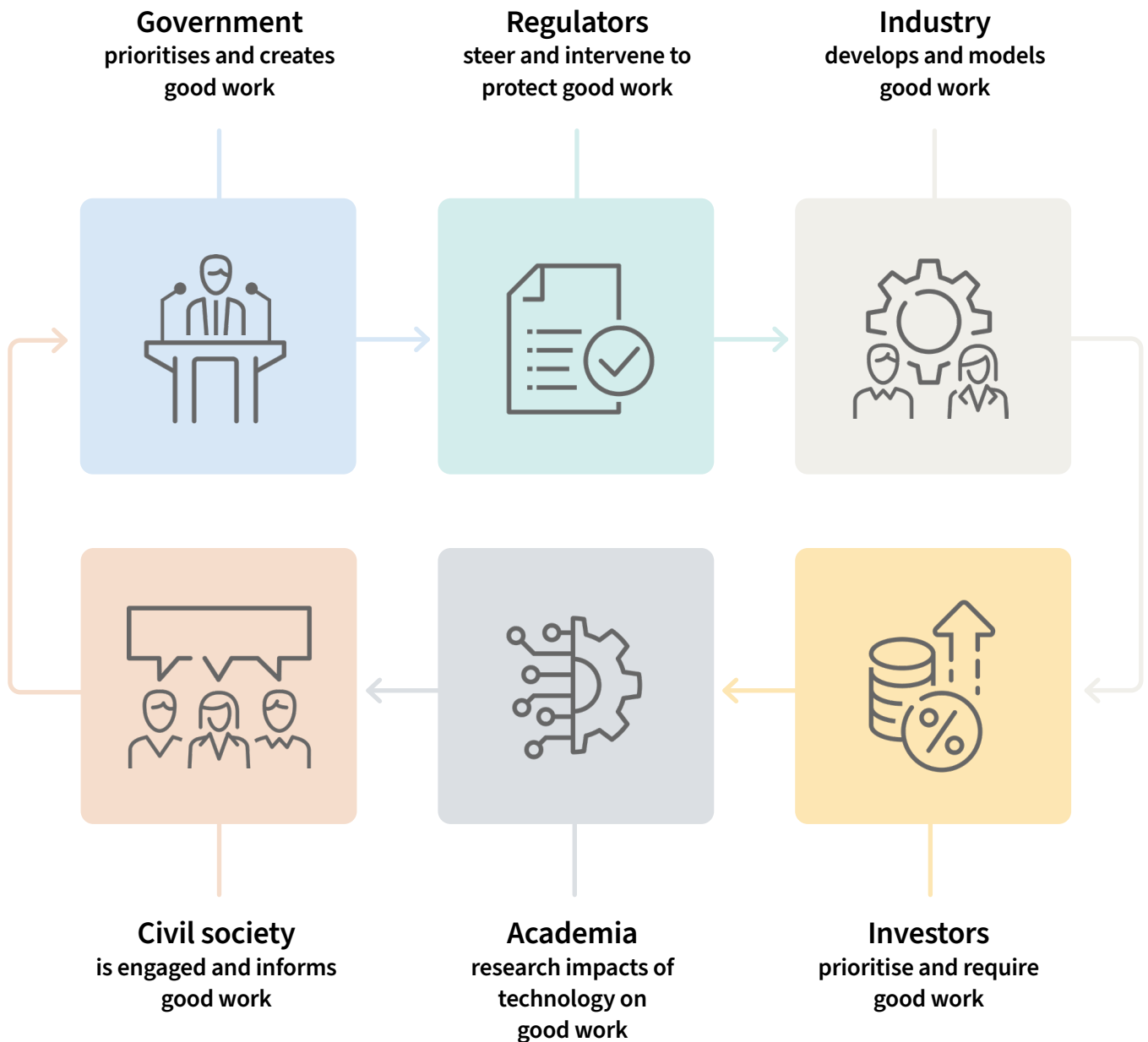
Connecting people

We are creating and convening networks to enable knowledge exchange, trust and collaboration.

As Secretariat for the **APPG on the Future of Work**, we are bringing researchers, politicians and practitioners together to build the UK's Future of Work network.

Where we work

We work at the intersections of governance, civil society and industry to build, through good work, a good society in which everyone can flourish through this new technological revolution.



The Good Work Charter

We deploy the Good Work Charter as a broad framework to shape a fairer future through better work. A shared vision of the purpose and value of good work will help deliver our goal of a good society in which everyone can flourish through this new technological revolution.

1 Access

Everyone should have access to good work.



2 Fair pay

Everyone should be fairly paid.



3 Fair conditions

Everyone should work on fair conditions set out on fair terms.



4 Equality

Everyone should be treated equally and without discrimination.



5 Dignity

Work should promote dignity.



6 Autonomy

Work should promote autonomy.



7 Wellbeing

Work should promote physical and mental wellbeing.



8 Support

Everyone should have access to institutions and people who can represent their interests.



9 Participation

Everyone should be able to take part in determining and improving working conditions.



10 Learning

Everyone should have access to lifelong learning and career guidance.



How we prioritise our work

We focus our work on high impact research and development activities that will advance our mission. We assess new projects using the following questions:

1

Does it sit within our primary themes and target outcomes?

2

Is it change-oriented and high impact?

3

Is it a project that we are uniquely placed to deliver?

4

Does it align with a partnership opportunity?

5

Is it complementary to existing or planned projects?

6

Are the internal and external resources in place?



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