

Future of Work Working Group Remit

The remit of this group is to review the party's policies on the Future of Work, and make updated proposals which communicate our values of liberty, equality, democracy, community, internationalism and environmentalism in a way which helps secure the election of as many Liberal Democrats as possible, at local, regional and national level, in order to promote our vision of society and remove from power a Conservative government that is failing the country.

The group will be expected to build on existing policy proposals as set out in the 2019 Election Manifesto, Policy Paper 133 *Good Jobs, Better Business, Stronger Communities*, Policy Paper 149 *Towards a Fairer Society*, and the emerging proposals from the Opportunity and Skills Working Group. The group is expected to consider and address Liberal Democrat principles on diversity and equalities in developing their proposals.

This group will as a top priority:

- Develop up to three headline policies on the Future of Work which the party can communicate widely to win votes.

The working group will develop policies on:

- Overarching Liberal Democrat principles for the future of working life in the UK.
- How government and society will need to respond to the challenges of the coming years on employment in terms of industrial policy, regional policy and labour market policy, including:
 - The impact of technological change, including but not only Artificial Intelligence and Machine Learning.
 - Changing demography.
 - Patterns of migration .
 - Developing international competition and trading relationships, in particular with the EU.
- How can we help people acquire the skills that will be needed in the future labour market and to re-skill throughout life, both for their own benefit and to contribute to overall productivity.
- How to use technology to create well-paid jobs and to see more workers benefiting from technological change.
- Helping individuals, especially young people, navigate the changing labour market through improved careers information and guidance.
- How to improve long-term workforce planning, especially in the public services.
- How to make it easier for people with overseas qualifications to use their skills in the UK, for example through mutual recognition of qualifications.
- How should we respond to falling labour market participation rates.
- How to make work more flexible to the advantage of both employees and employers, including development of the 'gig economy' and the scope for a four day week.
- How to respond to the rise of hybrid and remote work and the impact that has on hiring practices, town and city centres (office space), connectivity and infrastructure.

- How the pensions and benefits system may need to adapt to more flexible patterns of working.
- How to give workers a greater voice in their workplaces, including the role of Trade Unions.
- How to support diversity in the workforce of the future.

The group will also consider the need for institutional change at central, regional and local government levels to embed these approaches firmly in policy.

The group will take evidence and consult widely both within and outside the party. This evidence should inform the group's proposals, which will be presented alongside an analysis of costs and an Equalities Impact Assessment. The group will also need to collaborate with the Science and Innovation working group.

A policy paper of no longer than 10,000 words should be produced for debate at Autumn Conference 2024. Prior to that a consultative session should be held at Spring Conference 2024, and a draft policy paper should be presented to the Federal Policy Committee by June 2024.