

Futurewatch

Jennifer Coote*

Social

Who am I, who are we?

The 21st century Self, will be affected by social changes influenced by new technologies. The Western view of an individualistic, unitary self is challenged by multicentric, fluctuating views of self. A symposium of futurists examined these issues, *Futures*, Oct 1999, responding to **W. T. Anderson**, (*Future of the Self*, 1997). **Anderson** starts from new understandings of self revealed by cognitive studies, brain research, sociological/ anthropological examination of our responses to cyberspace, the effects of linkage to or delinking from work, and the impacts of Eastern spiritualities. As our identities change, the whole global political system linked to them changes.

S. Inayutullah looks deeply, reflecting on the teflon-like selves arising from New Age cyber-based life, swift and painless. This excludes dimensions of self and history, making our "selves" the measure of all things and is ultimately unhealthy. Socially we have reduced our capacity to create alternative futures. **S. R. van Gelder** sees socio-economic changes challenging the context of self-definition. An emerging global sub-group labelled the Cultural Creatives forms a significant part of Western cultures. They have person-centred, spiritual, and ecologically-centred values, with women outnumbering men. This group is least socially alienated or cynical and forms the optimistic core of a forward looking, widely-spread social movement.

In *Washington Quarterly*, Winter, **R. Inglehart** sums up four World Value Surveys, 1981-2000, for which he has been lead researcher, covering most regions except parts of Africa, the Middle East and Indonesia. A shift in values is evident in the industrialised societies as returns diminish socially from economic growth. Income levels in these counties are not related to well-being. The lowest levels of a sense of well-being

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are not found in poorest countries but in the former communist countries, especially USSR, with dire implications for political developments in those societies. Most industrialised societies feature value shifts from those which assure survival, to scarcity factors and those reflecting conditions prevailing in one's youth (socialisation factor). Older and younger social groups are shaped by different experiences. Established political parties thus loose ground while elite-challenging political action is rising.

The Decline of Males, L. Tiger, Golden Books, 1999 is an anthropologist's study of the underlying issues in the conflicts and changes in the gender power game, with linkages to the remote origins of sexual behaviour patterns. Men are feeling confused about their social, political and economic roles in family systems, withdrawing into violent spectator sports (or into body building with testosterone injections, *Time (NZ)* 24 April, pp 42-53).

Aging - Myths and Realities

M. R. Rose considers that it is possible to postpone human aging, especially since we now understand the mystery of why aging occurs. Aging arises in sexually reproductive species because the force of natural selection declines after the start of adulthood. The most useful survival traits help their bearer survive and reproduce, while less useful traits are selected out in youth. Some destructive traits show up after the main reproductive years, because the hardiness of older organisms declines as natural selection pressures fade. Progressively retarding the drop in later hardiness over several generations should and does lead to significantly postponed aging. Our survival and functioning in later life can be cumulatively improved by 2050 as scientists learn how to turn on anti-aging genes in the young. *Scientific American*, Dec 1999.

In a discussion of the problems facing developing countries whose population profiles are aging more quickly than are the developed ones, **M. Messkoub** argues that in fact the old do not consume, relative to their income, more than any other population section. He notes that the issue of dependency needs to be viewed in a broader context which considers underemployment and employment, in a market economy; that the focus of the argument needs to look more at production from the working population overall; and since the old may have accumulated assets, as well as claims on national output, for income, the distributional issues need to be part of any pension plan. *Development and Change (UK)* Vol

30, 1999, pp 217-235.

M. Dwyer, A. Gray outline key policy challenges emerging from a social research study on factors that help to maintain the independence of older people. These included positive attitudes towards older people, including from business; income, since for governments sustaining costs of ageing requires consideration not just of sustainability for at state and individual level; support with health and disability needs, including for carers; housing, with possible disappearance of "institution" options for people who live in housing with long-term care; security; transport, where poor services have immediate, detrimental effects on living standards; recreation; education and public amenities. At present more older people are doing voluntary than paid work, though changes to make work an easier option would be economically beneficial. There is concern that the present much appreciated role of local government in provision of services may decline, because these will be more important to the independence of older people in the future. *Social Policy Journal of NZ*, Dec 1999.

Age Power: How the 21st Century Will be Ruled by the Old, K. Dychtwald, Tarcher/Putnam 1999. A gerontologist notes that USA is thoroughly unprepared for the potential of the forthcoming age wave: either as a beneficial creator of new lifestyle vibrancy, or as social, financial, political and personal catastrophe. Some key issues: new, personally-enhancing biotools; new adult lifestyles; new markers of aging, including work policies; "the healthcare train wreck in our future"; the caregiving crunch; new needs for financial security and adjustments for a new era of intergenerational cooperation.

Common Good: Community Futures

Futures, Oct, 1999 explores this theme, using nine varied perspectives and disciplines, recognising that new technologies have changed community from "bounded" to "open". But spirit and community are still the essence of common unity. Some wide-ranging essays on Health explore not only individual health and environmental influences, but look beyond to a rethink on public spaces in cities to reconnect residents, and the challenges of diversity. Moreover, the public organisation of communities relies on systems to control services, while the human residents operate by associations, not necessarily readily adjustable to systems, creating problems for community planning. Leadership for community

requires catalytic skills, which emerge in all walks of life, in processes which are not linear but organic and artistic.

Eleven elements are suggested as parameters for healthy cities, communities and towns: clean, safe, high-quality environments,(including housing); stable, sustainable ecosystems; high-levels of public participation in, and control over, decision-making affecting community well-being; basic needs met; access to varied experiences and resources; diverse, vital, innovative economy; encouragement of connectedness to the past, to varied cultural heritage, human and material; a city design that enhances the above behaviours; an optimum level of appropriate public health and sick-care services universally accessible; high health status.

Leading US futures consultant **J. Coates** challenges US housing policy leaders to rethink community away from small town ideals. Cities nourish communities; though the relationships may be weak they are mostly effective. Housing development will need to respond to work changes, to teleworking and local work centres, to changing patterns of adult relationships, and to a multitude of house devices all of which check three things apart from their unique function - am I okay internally? am I doing my task? and if not, calling for Help or repair. Apply this concept to living spaces and lifestyles for the coming decades, along with the almost certain need for massive energy conservation. *Vital Speeches of the Day(US)*, 1 Sept 1999.

RMIT professor **D. Edgar** looks at the future of communities as change sweeps away the hierarchical industrial model, in government, business, unions and organisations. Community is less likely to be a matter of national identity and more one of regional commonality, based on networking. New groupings and their conflicts will emerge. More workers are likely to reside locally though networked widely, paid work may be difficult in some areas, requiring extended family businesses. Schools will become community centres of lifelong learning and training for all ages. Locally based business will have to take a more active part in community support. Community services will focus much more on prevention rather than band-aiding, forming a third sector of voluntary organisations utilising the unused human labour, with emphasis on excellence in service. This would form a "thick" democratic society. The alternative is social division, disintegration and anarchy. *Australian Journal of Volunteering*, Aug 1999.

Hot Towns: The Future of the Fastest Growing Communities in America. **P. Wolf**, Rutgers Univ. Press, 1999. The latest wave of mass movements of US population is occurring as old and young move into highly

desirable areas attracted by: climate, great physical environment, abundant recreation, clean air and water and relatively few social problems. Most of the migrants are skilled, relatively affluent, often retired.

Crime - Control, Prevention

UK sociologist Z. Bauman argues that prisons are developing a new purpose and character in response to the demands of postmodern societies. Currently collective security is being traded for maximisation of individual choice, resulting in greater mass levels of anxiety. More criminals must be more strongly excluded and confined, rather than corrected and released. *British Journal of Criminology*, Vol 40, pp 205-221.

Australian criminologist **M. Findlay**, *The Globalisation of Crime*, Cambridge Univ. Press, 1999, sees crime as a major player finding new contexts in globalisation. Among trends examined: the need for integrated globalised, crime control measures, and the loss of community responsibility in crime control as professionalism intensifies. Some assumptions are debunked. (crime is as much choice as socially determined).

US criminal justice Professor **G. Stephens** summarises studies of many experiments in crime prevention. While there are successful programmes using specialist personnel, overall community responsibility expressed in locally initiated programmes for offenders, community policing with well trained staff, and the proactive, alternative policy of restorative justice can reduce crime and fear, and revitalise communities. *The Futurist*, Nov, 1999.

Listings

Sports, Empire and Globalisation, *Peace Review*, Dec 1999. Sport is no longer an expression of civil society. In response to standardised, ultra-market, globalised trends there is also resistance. Articles on a number of major sports examples and from many countries, include **A. Grainger**, **S. Jackson**, Univ Otago, on *Resisting the Swoosh in the Land of the Long White Cloud*.

The Stakeholder Society, **B. Ackerman**, **A. Alstott**, Yale Univ Press, 1999, details a national fund to address the growing inequality in US. All citizens at 21 receive a "stake" sum which can be used over a period of years in a lump or instalments for education, and a monthly pension at 67. Similar ideas are starting to emerge across the Atlantic, see *A Capital*

Idea, D. Nissan, J. Le Grand, Fabian Society.

Drugs: Should We Legalise, Decriminalise, or Deregulate? Ed J. A. Schaler, Prometheus Books, 1998, offers a useful selection, raising many challenging questions.

Economics/Business

Can Corruption be Stopped in the Pacific?

Corruption is socially, politically and economically damaging: reducing government operating budgets, discouraging investment in both sectors, adversely affecting international trade/investment, increasing unemployment, destabilising governments. S. Siwatibau, a leading financial official for UN at Port Vila, warns that it is endemic throughout the Pacific Island nations, contributes to their poor economic performance and is probably unstoppable. Good government is wanted but there is too much reluctance, partly because of culture, for anything useful to be done, save recently in PNG and Fiji.

The World Bank is making good government one of its priorities, and is setting up programmes with Island governments. A recent meeting in Nadi of **Transparency International**, which aims to encourage an environment inimical to corruption, spotlighted the problem. *Islands Business*, April

J. W. Williams, M. E. Beare, *Crime, Law and Social Change* (Netherlands), Vol 32, pp 115-146, discuss recent concerns about bribery as arising from broader globalising shifts in economies, rather than because the behaviour is increasing.

Looking at Leaders

Of recent years corporate interest in leadership has skyrocketed as has expenditure on training managers for leadership. Despite this, many companies undermine their efforts through poor design, inappropriate support and lack of follow-through and commitment. J. A. Conger, B. Benjamin provide some practical responses, *Building Leaders: How Successful Companies Develop the Next Generation*, Jossey-Bass, 1999. Two categories of competencies demanded for this century are Strategic Leadership and Workplace Savvy Leaders.

NZ Institute of Management surveys reveal that only 67% of middle and junior management are considered to have leadership potential. Over the next five years companies will have to identify the

best leaders, accept dual responsibility for their development, give them a reason to stay, and if possible bring them back. *Management, March*. Further research reveals that organisational culture has strong effects on performance, customer satisfaction and employee retention. Two types of culture identified are: transformational, where interpersonal values are stressed, leaders are role models and mentors, innovation is encouraged and all strive towards organisational goals. Transactional cultures relate all activities in terms of contractual relationships, with set values for everything, limiting identification by employees with the company mission. There can be three levels, high, medium and low, in both types. Ideally, a medium transformational cultural level gives a firm greatest adaptiveness and potential effectiveness. Over half NZ firms surveyed are outside this range. *Management, May*.

Wither NZ?

After a business fellowship in US, **M. Wilson**, considers that NZ tertiary and business sectors appear to be waiting for energetic intervention, not forging the future. A broader acknowledgment of the role and contribution of business to healthy, dynamic society is overdue. Our economic performance has been straggling behind other OECD countries for several decades, social paralysis hinders attempts to address this compounded by a lack of integrated and coherent national strategy, and too many institutions doing the same thing. NZ has missed opportunities to be in the forefront of IT development, but it could focus on the newer areas in biology and biotech, with strong focus and supporting competency in commercialisation to build on a much stronger investment in research, and the tertiary sector. Comparisons with two US states, North Carolina and West Virginia, provide inspiration and warning for NZ. *NZ Educational Review, 12 May, p 14*.

In a four-part series, 29 March- 19 April, *The Independent*, NZ and international consultant **J. Mendoza** examines NZ companies' response to globalisation challenges. 5 April, p 11, he rejects both overly-theoretical and government-led business development, recommending that the following be applied: maintain and extend what we are good at; position NZ as a smart 'early adopter', good at practical innovation; encourage local capital formation; remove disproportionate obstacles to business growth; aim to grow companies to a viable but still personal size; keep life simple, avoid overly complex and theoretical solutions; share existing skills and experience more effectively; seek out and listen to real-world global business experience; favour technical and management skills

that can generate new wealth; document and apply management practices attuned to this country.

Listings

China, Survey, *The Economist*, 8 April. Now comes the hard part. The government has irrevocably committed itself to a domestic market economy, globally linked, with focus on growth. Rapid change will follow, but the high-growth rates are slowing.

Communities of Practice: The Organisational Frontier, **E. C. Wenger, W. M. Snyder**, *Harvard Business Review*, Jan-Feb. Groups of people informally linked, and with a shared expertise and passion for a joint professional activity or enterprise, are emerging to complement existing structures and enliven the knowledge economy.

On the Edge, Living with Global Corporations, **Ed W. Hutton, A. Giddens, Jonathan Cape**. Where is the enormous power of global corporations leading us, and how can ordinary people influence the directions they are taking? Thirteen notable international commentators provide lively reflections on the achievements; the costs; especially environmental; the challenges, including the emerging power of non-governmental organisations; and the role of scientists.

Energy/Minerals

Powering Next Century

Science, 30 July 1999 explores the science and policy of emerging energy-related technologies, particularly ones which reduce pollution. Featured in the consistent focus on fuel cells, are cost-efficient converters to enable cars to run on methane or petrol but with zero emissions. The latest stage is development of suitable infrastructure and improvement of the driving range. While fuel cells in cars are probable, using them in power supply companies is a remoter technology in progress.

An emerging discipline, industrial ecology, is trying to persuade companies that tracking the flow of materials and energy over a product lifetime makes good business sense. Revision of government policies which obscure or subsidise resource depletion is needed. An examination of US energy use asks if it would be feasible to supply all the nations's needs from renewable sources, looking at energy payback, carbon dioxide abatement and energy storage, and the pathways for hydrogen technologies. The benefits of renewables, compared with continuation

of current consumption combined with carbon sequestration, favours renewables.

Also examined: the underfunding of R&D which reduces capacity of the energy sector to innovate; the developments in thin-film photovoltaic cells; ceramic fibre development which is at the semi-technical stage and the use of more efficient novel materials in thermoelectric cooling, not only for appliances but also in power generation.

A final section looks at the energy value of replacing waste disposal with resource recovery, using new technologies.

Carbon, in its unusual molecular forms, nano-tubes and nano fibres, may overcome the problem of efficient storage of hydrogen-derived energy. They appear to absorb hydrogen well even at room temperature. A recent discovery promises that synthetic nanofibres are capable of reaching the critical level for storing enough hydrogen to make the material practicable for fuel cells in cars. *The Economist*, 11 Dec 1999, pp 82-83

Turning Points

OECD Observer website at www.oecdobserver.org/news/fullstory.php3?aid=3D46, 14 Oct, 1999 examined energy fifty years on. The decade 2010-2020 should be critical in the transformation of the world's energy landscape. Traditional sources, modified to comply with stricter environmental targets, will supply almost all the market until 2020. Beyond that, new energy-efficient technologies will come onstream, supported by new generations of capital stock and infrastructure. Developing countries may be able to leap-frog in the process, shifting to light industry and services, with a faster than expected decline in energy demand. Almost all projections foresee a changed world with new consumption and production patterns, different communication systems, a more diversified energy mix, shifting power structures, new players, and the end of the lifespan for many existing power plants.

Energy economist/Asian specialist **A. M. Jaffe, R. A. Manning** argue that the world's problem is not a scarcity but a glut of cheap oil over the longer term, *Foreign Affairs*, Jan/Feb. Over recent decades, a technological and IT revolution in the oil business has seen unexpected discoveries and hard-to-tap reserves exploited. US and the world will make some major geopolitical mistakes by relying on earlier end-of-oil assumptions.

New data indicates that China is moving towards a more efficient electricity generation sector, as inefficient state power companies

improve, new supplies start up, low quality coal production is declining in favour of hydro and nuclear sources, and there are more small-scale local suppliers. *Oil & Gas Journal (US)*, 28 June, p 28

International Energy Developments

President Clinton has ordered that federal efforts triple US use of bioenergy and bioproducts by 2010. Trees, crops and agricultural and forestry wastes can be used to expand economic growth in rural areas while producing fuels, chemicals and electricity. *Washington File*, 13 August 1999.

The latest **Energy Outlook to 2020, Ministry of Economic Development**, projects a baseline scenario for New Zealand on current prices and trends, of 1.1% total annual energy growth, 1.8% similar growth in electricity use, a decline in gas use of 2.6%, 0.7% growth in coal use, which demand may require the importation of coal. Coal Research Newsletter, March.

Renewable energy technologies can improve the quality of life and economic development of small Pacific nations. A **Regional Renewable Energy Development Programme** is underway, supported by France and Australia. Wind can be used alone or in conjunction with diesel, copra is a proven renewable, as is solar. Solar-copra electrification is being studied. *Pacific Island Monthly*, Feb, p19.

Australian innovators have produced a highly-efficient, low-emission hybrid car to be promoted by a government-owned company. It uses an electric traction motor with a small petrol engine which stores energy in an innovative, cheap, long-life, lead-acid battery. *New Scientist*, 11 March, p55.

Listings

Transforming Electricity, W. Patterson, Royal Institute of International Affairs/Earthscan, 1999. A lucid guide to the changes expected not only in UK and Europe but in global electrical supply industries. Key influences are liberalisation, sustainability and radical technological change. Provides a realistic assessment of what it may pay industry to do and the obstacles for government policies.

Renewable Energy: The Only Effective Greenhouse Response, *Energy-Wise = News*, March. This report of the Conference (March) of the Electrical Supply Association of Australia emphasises how enthusiastic the industry is for renewable technologies, aided by government policies of targets in reuse of renewables and incentives with funds for

R&D.

Futures Thinking

Millennial Message

Nobel winner and leading edge scientific thinker **I. Prigogine** provided a Millennial message for future generations for UNESCO, using arguments based on the recent sciences of complexity to urge a fight against feelings of resignation and powerlessness. The future is not given. The analogy of bifurcations in non-equilibrium physics reveal special points at which a system subdivides into "branches". All branches are possible but only one will be followed. Since there is usually a succession of bifurcations, even in the fundamental sciences there is a narrative element, an end to certainty. Applying this metaphor to our societies we see that new social structures arising from bifurcations, in a historical flux resulting from human actions.

Our present bifurcation, called globalisation, offers many branches and raises fundamental questions. We are only at the beginning of science, with new aspects of complexity, in the microscopic and macroscopic domains, needing to be incorporated. In such a period individual action remains essential. It will be up to future generations to construct a new coherence that will incorporate both human values and science. *World Futures Studies Federation Bulletin, Jan, pp17-19*

What Ifs

Science journal *Nature* has short regular feature, **Futures**, in which a scientist or scientific writer offers an innovative, usually fictitious perspective on the longer term future. Recent samples: **G. Landis, Mars Pathfinder team** looks back at the 21st century space colonisation by machines, linked to superfast microcomputers integrated with human neural software. Thus humans colonised Mercury with self-replicating robots, while machines based on computation with Josephson junctions moved to the outer Solar system. 24 Feb, p 833

Planetary scientist, **W. K. Hartmann** looks back from a later age when the American investment in science has closed, and a new Fundamental Age has dawned. 20 April, p 817

Shocks and Paradigm Busters

G. Ringland and six collaborators from strategic management,

analyse why organisations fail to develop a clearer view of the future than their competitors, based on studies of forecasts from a variety of sources and eventual outcomes. They examine a number of human behaviours which contribute to the failure of forecasts and condense these into four systematic new paradigm areas which could improve organisational assumptions about the future. *The Individual is Unboxed*: people can be more adaptable than forecasters anticipate. *Government Cannot Do It*: the effects of the comparative retreat of governments is deep-seated. *Technology Will Be Used if It is Useful*: who would want this and what for? *Progress*: things will not necessarily get better. *Long-range Planning*, Aug 1999.

Working Rich, Working Poor

Who's Not Working and Why, **F. Pryor, D. Schaeffer**, Cambridge Univ Press, 1999 have thoroughly researched a paradoxical shift in the US labour market, challenging conventional thinking about unemployment. The number of jobs requiring higher skill levels has grown more slowly than the number of people with high educational levels, while the number requiring lower skill levels has outpaced availability of more poorly educated workers. Only the most highly skilled among the best educated have had wage increases, the remainder are competing for lower-skill jobs with the more poorly skilled, in a "cascading displacement". Most of the growth in inequality at the higher levels is between occupations, while most of that in the rest of the distribution is within occupations. Policy implications indicate that sectorial displacements rather than supply-side deficits are the primary cause of unemployment.

Back to Shared Prosperity: the Growing Inequality of Wealth and Income in America, Ed **R. Marsh, pub M. E. Sharpe**, 1999. These essays cover issues on inequality and the role they play in US social problems. Two roads forward are: reduce wages and income to compete in the global markets or take the high-road to value-added. This means steep earning and learning curves, positive intervention with public investment, building a world-class education system, greater attention to school-to-career transition, labor market policies, selective use of subsidised public service employment, empowering low-income neighbourhoods, effective mechanisms to facilitate workplace participation and stronger safety nets. How to generate the political will?

From research in a low-income UK area, **C. C. Williams, J. Windebank** argue that the present focus on achieving full employment should rather be recast in light of concerns about social exclusion. The preference low-income household show towards meeting their needs from the informal sector, especially for services, could be harnessed to a policy of empowerment through self-help programmes, alongside conventional employment programmes. This would provide alternative futures in employment and social equity, and lead to a full-engagement society. Top-down and bottom-up policies are suggested. *Foresight (UK)*, Vol/4, 1999

The Next International

Globalisation has reached a turning point in labour markets as elsewhere. The role of US labour in the protests against the WTO in Seattle, Nov 1999, is part of a national and international movement to make globalisation work for workers and their families, in labour rights as well as in environmentalism and social standards. **J. Mazur**, *Foreign Affairs*, Jan/Feb sees this democratic tonic bracing the fragile institutions of the emerging global economy. Recent successful labour campaigns and strikes in US have drawn on support from international labour, to pressure sensitive international sections of US-based global companies and bring representatives of these sections as "guests" to the US bargaining table. Much of the US public and the House of Representatives recognises that any trade-negotiating authority must include labour rights and environmental protections.

Canadian work researcher **C. Lipsig-Mumme**, outlines labour organising in Canada, for workers in precarious employment. "Community unionism" is a recent organising model, allying unions and community groups, in the interests of workers. A union of women in the sweatshop garment industry developed a five point strategy: commissioning good research on the changing nature of the industry and campaigning for improvement in legislation; in concert with other sectors of the industry it worked to retain more of the industry in Canada; it linked up to the ethnic community organisations from which the industry workers came, developing awareness; it linked to garment workers in very poor Central American countries working for the same retailers, and it organised in the retail outlets of the industry. *Just Policy (Australia)*, Sept 1999.

The failure of governments and multilateral institutions to ensure a fairer distribution of the benefits of trade for small producers and work-

ers has led to consumers, non-governmental organisations and trade unions uniting across W. Europe, North America and developing countries to campaign against sweatshop labour. Two broad approaches are used: fair trade aims to secure for small producers in the poor countries a fair return for their work, while the second type uses ethical trade initiatives. Public campaigns have led to large multinational companies adopting codes of conduct respecting minimum labour standards in their own factories and those of their suppliers. *UNESCO Courier*, Nov 1999, p37.

Disposable People: New Slavery in the Global Economy, Univ. California Press, 1999, is an impassioned study of the modern, booming forms of slavery, affecting approximately 27 million worldwide. Three main forms are: chattel (personal) slavery, debt bondage, and contract slavery, which is the fast-growing type, including industrial work and prostitution.

Teleworking

Presentations to a **US Congressional Subcommittee on Education and the Workplace**, Oct 28 1999, www.house.gov/ed_workforce/...b/oi/telework102899/ by witnesses (**Hoekstra, Edwards, McKenzie, Allenby, Vines**) from businesses and non-governmental organisations updates this growing US trend. US is the leading nation in terms of numbers, reflecting the growth of IT takeup and the strong economy, since a large number of the workers are women and retirees supplementing their income. Work for large organisations reflects the trend to "location independent" managerial, professional and innovation work, and the emphasis on the individual knowledge worker. Work any-time arrangements are increasing, as are new partnerships, such as with telemedicine and distance learning. Transport roles need to extend operational definition to include "transporting work to people". A number of government policies enabling more teleworking are recommended.

A study by **Kensington Technology Group**, www.kennsington.com highlights the need for employers to take a leadership role in extending support to address liability questions to stay ahead of legislation. There are deficiencies in equipping, training and providing protection for company telecommuters. Many tele-employees are paying for their costs themselves.

New Technology, Work and Employment (UK) vol 15/1, contains a research study by **Y. Baruch** on managerial views of benefits and pitfalls

of teleworking. Significant factors include the need for space in the home, maintenance of balance between a work presence and teleworking for career development, the quality of work done may be better with teleworking, and that the possible development of an "autistic" society of isolated individuals should be watched. **S. Bryant** researched gender issues in home-based work. The so-called reversal of the double day of balancing childcare and work may in fact be incorrect. What is happening is an extended double day as women arrange their time to attend to children then work in the time spaces between and beyond. They are subtly pressured into doing it all, simultaneously.

The Third Age

J. Patterson, Christchurch Third Age Programme, considers the stresses on a very large number of NZ workers forced into early retirement, financially and emotionally unprepared, at a time when superannuation provisions were delaying entitlement age. They suffer entrenched stereotyping of what older people can and cannot do. An appreciation of the advantages of a workforce with older people (experience, customer service, high commitment, low staff turnover) is slow to develop. Older workers need much better preparation to face career changes.

The "third age" is not a specific age range, but rather a stage of life between parenthood/ and full-time employment and dependency, and will become more important in the next few decades. A major UK study showed that the relationship between age and employment is critical to the third age. It also indicated that: the people involved need to have greater choice; economic benefits result if they make a greater contribution; they are socially important; age discrimination is major barrier; most of these people suffer various types of disadvantage; action is needed on all fronts, should be given high priority.

Five Third Age issues highlighted in NZ: this is an age of greater freedom, but some, because of child and then elder care, never achieve it; active and enjoyable leisure pursuits are vital; a healthy lifestyle is essential for full choice; education and training are crucial for these people to achieve their potential roles for themselves, society and the economy; volunteer work is an important dimension of this age. Policy implications are outlined. *Social Policy Journal of NZ*, Dec 1999.

Don't Stop the Clock: Rejecting the Myths of Aging for a New Way to Work in the 21st Century, **H. Harkness**, Davies-Black Pub,

1999. Planning for non-retirement will be needed by baby-boomers, since for many, savings will not be sufficient for complete retirement. Many will want to work anyway, not all of them in their same career field.