

The Future of Manufacturing Work

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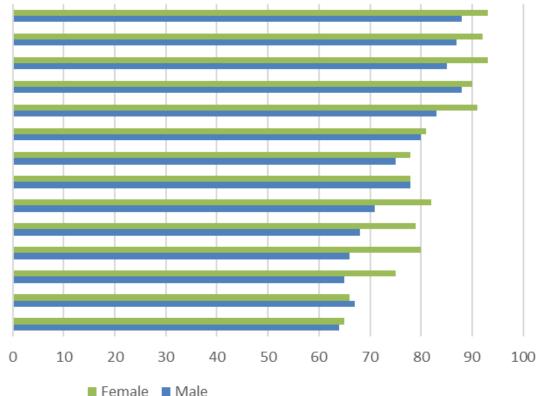




Economic and Social Research Council

What people are looking for in a job

Pay & Benefits Wellbeing & Flexibility Clean & Safe Environment Contractual Stability & Security Voice (listens and values opinion) Career Development & Skills Task Variety Control (pace and when work is done) **Delivering Valuable Services Employer Mission & Values** EDI Policies **Enviornmental Policies** Making Valued Products **High Status Employer**

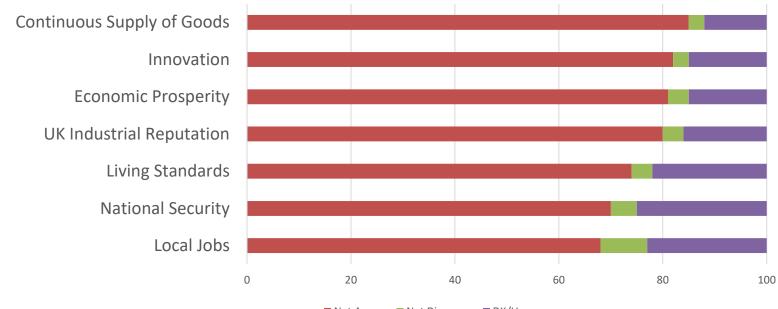


- There is a misconception that "we don't do that anymore"
- People value manufacturing



Value of UK manufacturing?

Perceived Importance of UK Manufacturing for.... (%)



■ Net Agree ■ Net Disagree ■ DK/Unsure

- There is a misconception that "we don't do that anymore"
- People value manufacturing
- But don't necessarily want to work in it
- Perceptions are that it is "traditional", "manual", "technical" and "poorly paid"



Modern & Dynamic

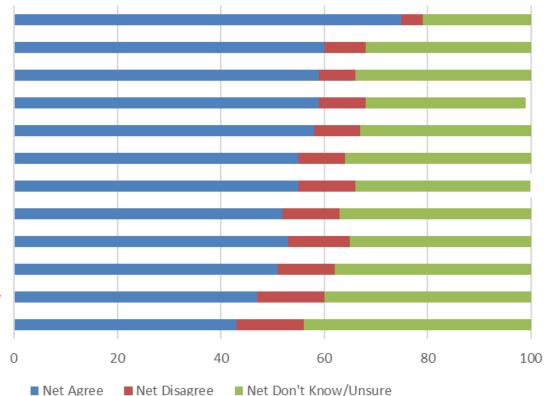
Poor pay Traditional & old fashioned Good Pay **Essential** Boring **Useful goods** Interesting **Technical Highly Skilled** Manual Low Skill Good status of jobs Poor status of jobs

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- And the perception is there is less "flexibility", "employee voice" and "diversity"



Public Opinion on UK Manufacturing Jobs/Careers (%)

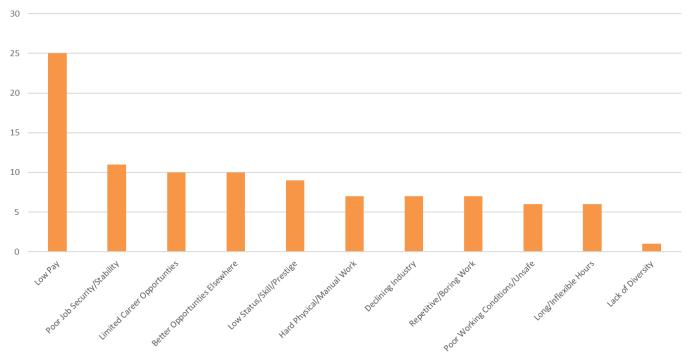
Making Valued Products High Technical and Digital Skills Mainly Repetitive/Low Autonomy Diverse, Inclusive, Equal Workforces Career Development Opportunities Clean & Safe Work Environments Provide Contractual Stability & Security High Status/Reputable Employers Reducing Waste/Env-friendly Comparable Pay & Benefits Value People/Wellbeing/Flexibility Employee Voice



Net Agree

Quality in manufacturing jobs



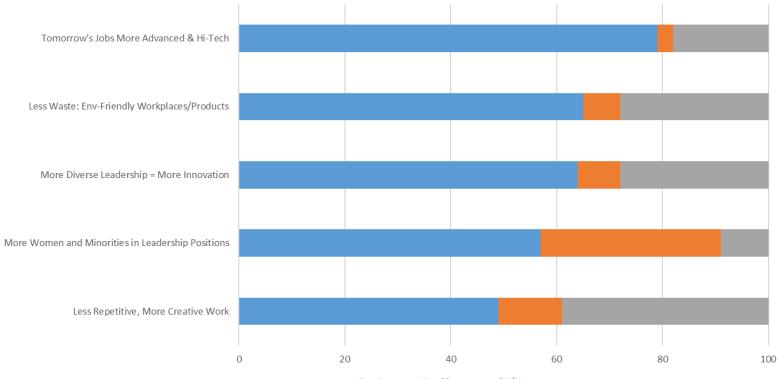


- There is a misconception that "we don't do that anymore"
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- Perceptions are that it is "traditional", "manual", "technical" and "poorly paid"
- And the perception is there is less "flexibility", "employee voice" and "diversity"
- But people see tomorrow's manufacturing jobs as being more "advanced and high tech", "more rewarding", "better for the environment"



Futures: Tomorrow's jobs

Tomorrow's Manufacturing Jobs (%)

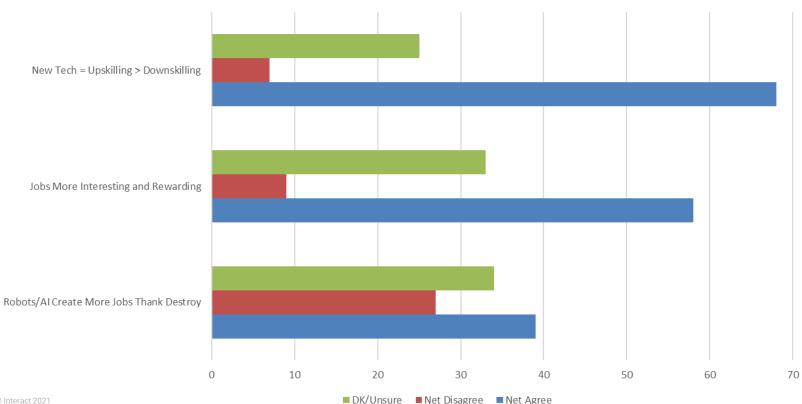


■ Net Agree ■ Net Disagree ■ DK/Unsure

Futures: New technologies

Figure 5.3: How will New Manufacturing Technologies Change Jobs/Careers (%)

80



So what?

- Understanding what people value in jobs in important
- We need to change perceptions about the manufacturing sector
- And address the gap between what people want in jobs and current perceptions

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