

# DECLARATION FOR THE FUTURE OF WORK

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*A Formal Call to Action*



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# Foreword

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The Declaration for the Future of Work, authored by the Future of Work Advisory Council in collaboration with WorkVue, marks the start of a coalition for people, by people.

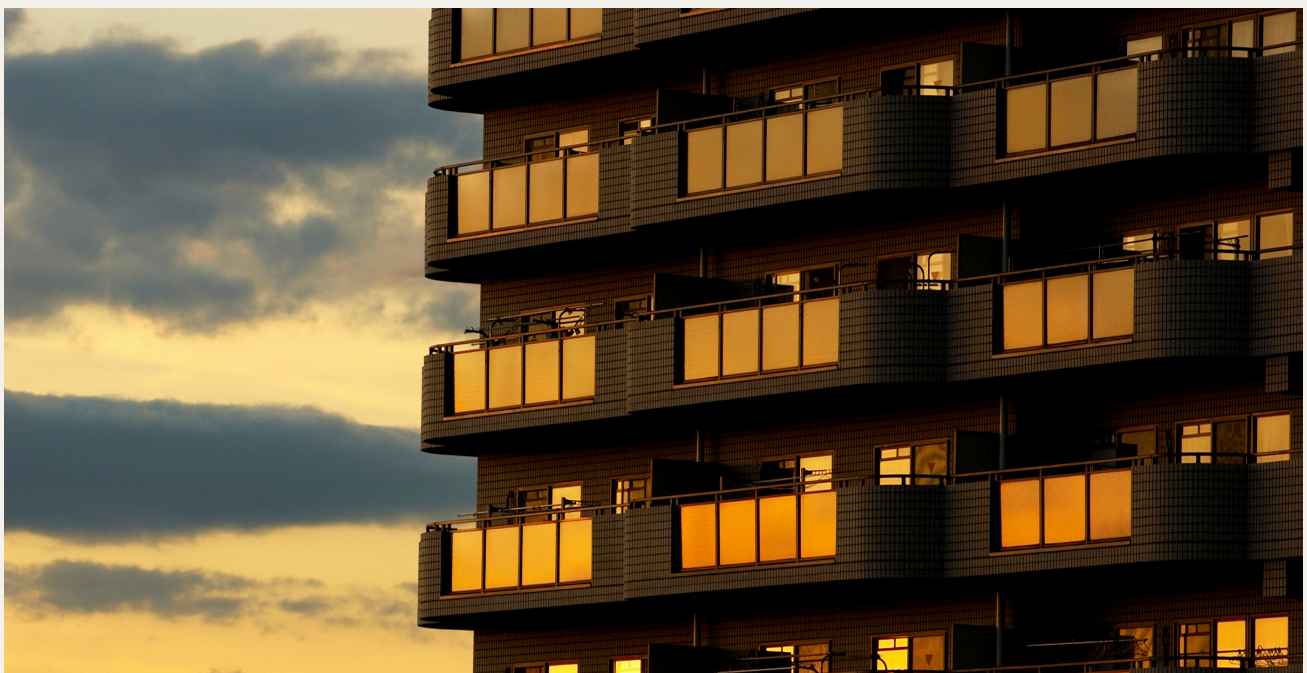
This Declaration has been crafted from a singular, critical lens - a lens historically overlooked as the world around us continues to re-define the future of work - our work. We may be today's workers and leaders, small parts of larger organisations and hierarchies, but above all we are human - and it is with this lens we declare a future that is ours.

We are real people, with real lives, real families, real responsibilities, real hobbies, etc., - all outside of our "day jobs."

With nearly four billion workers worldwide and countless more in informal economies, there is no future without us. Yet, today, the workplace landscape continues to be re-worked, and reshaped for us, not by us.

This declaration should stand as assurance that we will no longer be sidelined in the key decisions that impact our own destinies, professional and otherwise.

**This is our formal Declaration, reclaiming our power and purpose, and ensuring our voices shape the future of work - *a future that is ours.***



# Declaration for the Future of Work

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The Declaration for the Future of Work aims to put power where it belongs - with workers.

The Declaration within includes 10 principles to achieve this. In putting them forward, we build upon the foundation of those who drafted the [Global Manifesto to Democratize Work](#) in 2020 and The Future of Work Advisory Councils' 2025 report, [The Future of Work Starts with Us](#).

The principles that follow apply to all workers - whether employed full-time or part-time, permanently or temporarily, as independent contractors, gig workers, freelancers, or in any other arrangement where human labour, skills, and time contribute value to our economy.

Every principle outlined here represents a shift from asking permission to claiming power. The choice is simple: we can continue accepting a future of work designed without us, or we can build one that serves us all.



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## DECLARATION FOR THE FUTURE OF WORK

**Principle 1.** We are not human resources. We are human investors.

**Principle 2.** We deserve full transparency in all workplace decisions.

**Principle 3.** Our compensation must reflect the true value we create.

**Principle 4.** Our rights and benefits should follow us, not our employers.

**Principle 5.** We are whole humans with lives beyond work.

**Principle 6.** Real change requires shared power, not just shared feedback.

**Principle 7.** The tools and technologies that reshape our work should reflect our values.

**Principle 8.** We should have control of our learning and professional development.

**Principle 9.** Collective voice and democratic assemblies can shape our shared future.

**Principle 10.** Our work must heal, not harm, our planet.

# The Call to Action

This declaration is not a wishlist - it is a blueprint for the working world we want to create together.

Join us, alongside the countless others that are no longer waiting for someone else to decide their fate.

Join us in building our own future of work.



## Sign the declaration.

### To workers everywhere:

Share it with your colleagues. Start conversations in your workplace about what these principles mean for your daily reality. Organize with others who believe work should serve human flourishing, not just corporate profits.

### To organisations:

These principles are your roadmap to attracting and retaining the talent that will define the next economy. Lead by implementing these practices now, before legislation makes them mandatory.

### To policymakers:

Stop playing catch-up. Create legislative frameworks that enshrine worker power, portable benefits, and democratic workplace governance as fundamental rights. The future of work demands bold policy, not incremental reform.

# Declaration for the Future of Work

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## Principle 1.

**We are not  
human  
resources.**

**We are human  
investors.**

**Every day, we make the most precious asset in our work: our irreplaceable time, energy, and skills.**

When we show up to work, we're making a strategic investment decision, betting our most valuable assets on an organisation's ability to provide fair returns.

Like any investor, we deserve transparency, power, and the ability to withdraw our investment when the deal no longer serves us.

## Principle 2.

**We deserve  
full  
transparency  
in all  
workplace  
decisions.**

**Transparency is the foundation of any trust-based relationship between investor and organisation.**

We can no longer accept pay secrecy, mysterious promotion criteria, or "that's confidential" when decisions affecting our lives are made. Information is power.

We need transparent pay processes, clear advancement pathways, and access to workplace analytics, strategic planning data, market research, and performance indicators that organisations use to shape our roles, teams, and futures.

This isn't about overwhelming us with spreadsheets. It's about empowering us to make informed decisions about our careers and contribute meaningfully to strategic conversations.

## Principle 3.

**Our  
compensation  
must reflect  
the true value  
we create.**

**Our investment of time, skills, and emotional labour deserves compensation that honours the true worth of what we contribute to society.**

We deserve returns that reflect the true value we create, not just market rates that have historically undervalued essential work.

We reject the artificial hierarchy that places financial transactions above human care, that values managing money more than managing classrooms, that pays more for optimizing profit margins than for keeping cities moving or ensuring people can access basic necessities.



# Declaration for the Future of Work

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The platforms and companies that profit from our flexible labour must contribute proportionally to a shared infrastructure that supports our economic security.

## Principle 4. Our rights and benefits should follow us, not our employers.

The platforms and companies that profit from our flexible labour must contribute proportionally to a shared infrastructure that supports our economic security.

The traditional model of tying healthcare, retirement savings, and worker protections to a single employer is fundamentally broken. In an economy where 40% of workers are expected to be freelancers, contractors, or gig workers by 2030, and where layoffs and redundancies leave people without long term protections, benefits have to be detached from employers.

We need portable benefits that accumulate across all our lives - healthcare coverage, retirement contributions, disability protection, paid care leave to care for young children or elderly family members, and professional development funding that travels with us throughout our careers.

## Principle 5. We are whole humans with lives beyond work.

Our wellbeing isn't just about productivity metrics or workplace perks.

Organisations must recognize that we exist in the broader context of our lives. We have families, communities, health needs, personal growth, and responsibilities that extend far beyond the workplace.

We need policies and practices that honour our humanity: flexible arrangements that adapt to life's realities, mental health support that goes beyond surface-level benefits, and respect for boundaries between work and personal time.

Peak performance comes from sustainable practices, not from treating us as resources to be optimised.



# Declaration for the Future of Work

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## **Principle 6.** **Real change requires shared power, not just shared feedback.**

**We need meaningful seats at the table when decisions are made about workplace policies, technology implementations that reshape our roles, and strategic directions that determine our career futures.**

A power shift requires that we move beyond token representation toward genuine partnership in organisational governance.

The people who do the work have the most valuable insights about how to improve it. For too long, we've been consulted rather than included as decision-makers. We've provided input through surveys and committees, while the actual choices about our work lives are made elsewhere.

We're ready to build collaborative frameworks where influence comes from expertise and contribution, not just hierarchy.

## **Principle 7.** **The tools that reshape our work, must reflect our values.**

**When technology decisions are made, we want assurance that human impact and planetary health are weighted as heavily as quarterly returns.**

Every Automatic Intelligence (AI) system, every automation platform, every digital tool introduced to our workplaces carries embedded assumptions about what matters most - efficiency, surveillance, cost-cutting, or human flourishing.

We refuse to accept technology that degrades our work experience or compromises our principles. Our organisations must source technology from providers who demonstrate a genuine commitment to sustainability, ethical data practices, and our well-being. The rush to automate and optimise cannot come at the expense of dignified work, environmental responsibility, or social justice.

## **Principle 8.** **We should have control of our learning and professional development.**

**The rapid pace of technological change means continuous learning isn't optional, it's essential for economic survival.**

It is time to move away from a model where employers decide what we need to learn and when we're allowed to grow.

We need access to education and skill development that serves our interests, our curiosity, and our vision for fulfilling work. This would work best if it was publicly funded, giving us the control, educational sabbaticals as a standard right, and diverse learning pathways that help us explore new fields, deepen existing expertise, or pivot entirely when industries shift.

# Declaration for the Future of Work

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The future of work is too important to be decided without us. Rather than being passive recipients of change imposed from above, we can be active participants in shaping policies, workplace practices, and economic structures that will define work for generations to come.

## Principle 9. Collective voice and democratic assemblies can share our shared future.

Individual voices matter, but they grow exponentially stronger when joined with others in exploring similar challenges and aspirations.

The right to organise, advocate, and support one another collectively remains as vital today as ever. We champion the freedom to form and join communities of mutual support - whether through unions, professional collectives, cooperatives, or entirely new forms of organisation that transcend conventional employment boundaries.

At the heart of this principle lies our call for regular worker assemblies - democratic gatherings that bring together people across all industries, sectors, employment types, and generations to collectively examine emerging challenges, share experiences of displacement and adaptation, and actively participate in designing solutions for our evolving economy.

These assemblies should create space for honest dialogue about job displacement risks, reskilling needs, and the kind of working future we want to build together.

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The transition to sustainable work is not just an environmental imperative - it's an opportunity to create more meaningful, purpose-driven careers that align our daily labour with our deepest values.

## Principle 10. Our work must heal, not harm, our planet.

We can no longer accept that environmental destruction is an inevitable byproduct of economic progress, and we commit to prioritizing work that actively contributes to environmental restoration, carbon reduction, and sustainable resource use.

We recognise that a habitable planet is the foundation upon which all future work depends, and we can not compromise our children's future for short-term economic gains. Every job, every industry, every workplace decision has to be evaluated through the lens of planetary sustainability and regenerative impact.



**We are committed to achieving a more equitable and fulfilling future of work by 2030.**

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The FWC

The Future of Work Advisory Council (FWC), assembled by WorkVue, is a diverse group of 15 young leaders from across the globe and various industries. FWC acts as a leading voice for employees, focusing on the impact of rapidly evolving work trends driven by technology like AI and automation. The mission of the Council is to shape a future of work that empowers individuals, promotes inclusivity, and prioritizes worker wellbeing through data-driven solutions. FWC members advocate for a worker-centric future, aiming to influence policy, drive innovation and ensure that technological advancements benefit employees. They achieve this through democratizing data, mentorship, research and thought leadership focused on key themes like technology adoption, inclusion, empowerment, sustainability and continuous learning. The group of esteemed young professionals holds a firm commitment to achieving a more equitable and fulfilling future of work by 2030.

## Contact us

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