

The place of organized labour in the future will inevitably be dependent on the beliefs that younger generations hold towards unions. As union membership ages with current demographic trends, the trajectory of labour unions will be largely dependent on growth in emerging sectors, with involvement from younger portions of society (Lowe & Rastin, 2000). Transitioning to a low carbon economy will also be a key feature of future labour markets and environmental cognizance must depict the nature of labour unions as time passes. The future of labour unions should also become increasingly concerned with the involvement and rights of Indigenous populations. Organized labour has the potential to become far more inclusive while adapting to meet the needs of young leaders, who represent the interests of diverse populations.

Due to the low density of younger ages in unions, the continuance of unions will depend upon capturing the involvement of young leaders. Union density among young workers is two and a half times lower than those of adult workers (Fontes & Margolies, 2010). The energy and passion that youth can bring forward as leaders, activists, or members must be harnessed. Capturing the involvement of younger generations will have to overcome the fact that most youth do not view their present jobs as careers and high turnover makes organization less likely (Fontes & Margolies, 2010). Communication methods and overall cultures also need to adjust to modern forms that will make involvement approachable. Youth present a lack of awareness towards the function and benefits that unions offer (Fontes & Margolies, 2010). Finding a place for youth in existing structures where they can become involved early on should be a future direction taken. It is reported that young union workers (ages 18-29) earned 12.4% more, on average, than their non-unionized counterparts (Jacobsen, 2009). Wage benefits must be made apparent to younger generations in order to promote stronger financial security in the future. Health insurance and pension plans are other benefits that unions offer, although youth may

overlook the importance of these benefits, unions must convey how significant this factor can be for long-term stability (Jacobsen, 2009).

A significant body of research lends support to the notion that younger people tend to be more environmentally concerned than older groups (Gifford & Nilsson, 2014). The role of labour unions in transitioning to a green economy will undoubtedly become a critical aspect of future organized labour. Organized labour must become increasingly cognizant of the environmental repercussions that are inherent in various industries and strategies to mitigate or eliminate unsustainable practices should be a focus moving forward (Stavis & Felli, 2014). In order to instate green transitions, the labour movement will have to become more engaged in the just transition process (International Labour Organization, 2018). Environmental and labour advocacy groups will become critical in establishing coalitions in which blue-green alliances catalyze political action (International Labour Organization, 2018). Strong future unions will work on becoming aware of the ways in which work environments can alter their operations to lessen carbon footprints. Continued research on the best practices for smooth shifts in the just transition process and studies that incorporate input from both trade unions and academics should reflect the nature of unions. Employee education and thorough learning requirements need to also become a part of what labour unions advocate for.

The interests of Indigenous workers and the potential harms they face in various industries is something that future unions must not continue to severely overlook. Just transitions to greener operations must include and empower Indigenous voices in any discussions that hold implications for their community's. Environmental and social justice issues are unquestionably intertwined, and they shape the lives of global indigenous communities in distinct ways. Unions have played a role in the systemic racism that Indigenous workers face, and numerous blatant

cases of racism have been documented (Mills & Clarke, 2009; Fernandez & Silver, 2017). With an expanding share of the work force, particularly in Manitoba with a younger than average Indigenous population, relations with unions need to continue mending in the future, while adapting to the youth Indigenous culture (Bond & Spence, 2016).

With an aging demographic involved in unions, and expanding Indigenous youth populations in particular, the role of organized labour must be to implement collective action through the efforts of a broad age range. Youth today are passionate about social justice issues that pertain in many ways to their respective jobs and unions have the chance to harness this energy. In 20 years from now, when characterizing the core progress and roles that organized labour has adopted, the participation of youth and Indigenous workers, along with environmental advocacy efforts should encompass the ongoing focus of labour unions.

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