

Symposium 'Diversity, Equity & Inclusion: grand challenges'

The inclusion of blue-collar workers in The Netherlands

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Welcome and introduction



What are blue-collar workers?

- **preliminary observations**
 - blue collar vs white collar?
 - low-skilled vs high-skilled?
 - difference in educational requirement?
- **our definition for today:**
production workers that do work that requires no specific skills and/or no specific education. As said, workers engaged in physical, manual work based on some kind of instruction.



What is inclusion (of blue-collar workers)?



- 1 Go to **wooclap.com**
- 2 Enter the event code in the top banner

Event code
NSM35



- More than 1 response allowed
- Use key words/phrases
- You get 2½ minute to respond

Labour market inclusion

- **Blue-collar workers and globalization**
- **Blue-collar workers and robotization**

Conclusion: the position of blue-collar workers is under pressure



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On the job inclusion

- **equal rights and opportunities**
- **participation and decision making**

Conclusion: the position of blue-collar workers is under pressure



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What to do?

- **The inclusion of blue-collar workers in the Netherlands is problematic. Will blue-collar workers be able to find employment (labor market inclusion), will they have a useful role in organizations (on the job inclusion).**
- **What could be solutions?**

Solutions to the "inclusion problem"?



- 1 Go to **wooclap.com**
- 2 Enter the event code in the top banner

Event code
NSM35



- Max 2 responses allowed
- Max. 200 characters per response
- You get 5 minutes to respond
- You may want to discuss with your neighbor first!

Discussion & Reflection

The inclusion of blue-collar workers problematic?

The next 35 years will tell.....



Thank you
and goodbye!