Another digital divide?

Digitalization and work as 'calling'

1. 'Good work' as 'calling' – a Protestant view

2. Frameworks of labour

3. Digitalization of work – challenges and opportunities

4. Labour revisited – criteria of good work and two scenarios

Prof. Dr. Torsten Meireis, HU Berlin

Another digital divide?

Digitalization and work as 'calling'

1. 'Good work' as 'calling' – a Protestant view

„work"

until early modern age: physical hardship

Renaissance – Reformation: 'calling', poverty antidote

John Locke: origin of legitimate ownership

Adam Smith: source of public wealth

propagation by bourgeois and proletarians alike

'labour society': production and distribution
of wealth connected through the labour contract

Another digital divide?

Digitalization and work as 'calling'

1. 'Good work' as 'calling' – a Protestant view

Reformation: doctrine of justification delegitimizes religious separation

universal calling: everyday work as serving one's neighbour

God's freely given grace as source of the good life

the good life: leisure and action

action: freely serving one's neighbour motivated by love and self-esteem

promise: fulfillment in active life for everyone

Another digital divide?

Digitalization and work as 'calling'

1. 'Good work' as 'calling' – a Protestant view

Reformation: doctrine of justification delegitimizes religious separation

universal calling: everyday work as serving one's neighbour

stratified society
„calling" as obedience

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Digitalization and work as 'calling'

1. 'Good work' as 'calling' – a Protestant view

The normative groundwork of modern labour society

„labour promise"	productively engaging nature
	recognition
	a share of society's wealth
	political participation
	the good life

Another digital divide?

Digitalization and work as 'calling'

1. 'Good work' as 'calling' – a Protestant view

> **modern capitalist globalized democracies**
> **„calling" in market, state, civil society**

free service to one's neighbour

everyone is called - no one is to spare

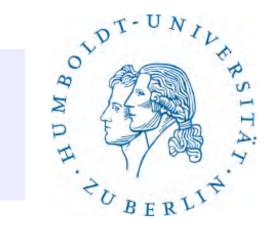service to be done in dignity (Lk 10,7: worker deserves his wages)

the neighbour as addressee: specification, universality, sustainability

implication: human dignity (as human creature and justification addressee)

serving one's neighbour through gainful employment

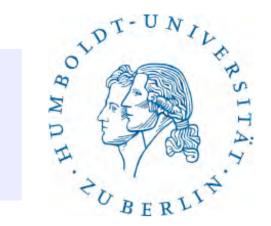serving one's neighbour outside the labour market

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Digitalization and work as 'calling'

1. 'Good work' as 'calling' – a Protestant view

work as calling - freely serving one's neighbour - preconditions

personal preconditions:	motivation qualification	education judgement

ressource preconditions

prosperity	economical freedom: basic prosperity according to society's standards, freedom from basic want

enable

grant participation

empower

capital	cultural capital
	social capital
	economic capital

Another digital divide?

Digitalization and work as 'calling'

2. Ambivalent frameworks of modern labour

precarious/atypical employment	erosion of classical employment
	permanent and temporary staff
	gendered division of labour

intensivation/ responsibilization	delimitation
	compression of work
	'worker entrepreneur'

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Digitalization and work as 'calling'

Some of the world's most recognized companies use Topcoder for crowdsourcing.

Crowdsourcing

Ev

...eg Topcoder

amazon   facebook   IBM

Microsoft   salesforce

"We are identifying sparks of genius in a way that we have never ever been able to do before. Thanks to the computing resources we have, thanks to really clever organizations like topcoder, we can tap into all those sparks of genius."

– Andrew McAfee, MIT

SIGN UP

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Digitalization and work as 'calling'

3. Digitalisierung und Industrie 4.0 – Herausforderungen und Chancen

| Big Data | velocity, volume, variety |
| | integration by wearables, CPS |

Crowdsourcing	eg consumer feedback
	eg 'cloud working'
	eg microtasking

| advanced manufacturing | internet of things/industrial internet |
| | cyber-physical systems (CPS) |

Another digital divide?
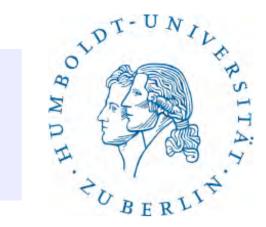
Digitalization and work as 'calling'

3. Digitalization of work – challenges and opportunities

A German example: the „Industrie 4.0'-campaign

agenda-building

strategy to safeguard production location

advanced manufacturing

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Digitalization and work as 'calling'

3. Digitalization – challenges and opportunities

Industrie 4.0	
agenda-building-Konzept	strategy to safeguard location
	advanced manufacturing
main tasks	horizontal integration
	vertical integration
	complete digitalization
state-funded support	standards across industries
	cooperative networks
	transformation of labour and qualification
	security solutions
	legal frameworks

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Digitalization and work as 'calling'

3. Digitalization – challenges and opportunities

Issues

job losses (Frey/Osborne 2013)

data sovereignty

services

social security

Another digital divide?

Digitalization and work as 'calling'

3. Digitalisierung und Industrie 4.0 – Herausforderungen und Chancen

job losses

job losses	15% of all jobs susceptible to 70% (IAB 2015)
	especially simple routine jobs fall away

concept of qualification	'living working capacity' irreplacable (Pfeiffer 2004, 2015)
	dynamic needs of markets and environments
	technical dynamics of complexity
	shop floor knowledge of products and processes

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Digitalization and work as 'calling'

3. Digitalization – challenges and opportunities

irony of automation
(Bainbridge 1983)

machines are supposed to work more precise and less vulnerably than humans, but it's humans who are responsible for...

programming

surveillance

maintenance

...and whose competencies diminish with automation

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Digitalization and work as 'calling'

3. Digitalization – challenges and opportunities

data sovereignty	
horizontal integration	complexity problems and vulnerabiliy in open networks (across companies)
	conflicting interests: company security - privacy (wearables)
vertical integration	data mining through automation
	company security interests heighten delimitization of work

3. Digitalization – challenges and opportunities

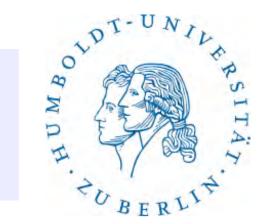| services		
job losses vs. job creation	severe job losses in banking, insurance and office services	
	job creation in different areas	
ccc services	become relatively more expensive (when adequately paid) (Baumol's paradox)	

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Another digital divide?

Digitalization and work as 'calling'

4. Labour revisited – criteria of good work and two scenarios
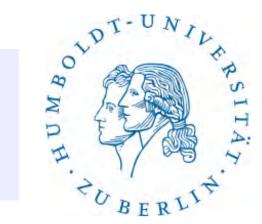
criteria

secular labour promise	structural feasibility of acquiring recognition, a fair share of society's wealth, political participation, the good life through work
Christian concept of 'calling'	- everyone has a calling – no 'superfluous' - serving one's neighbour holds a promise - serving one's neighbour is conditional: capabilities * participation * power to freely serve one's neighbour (and not starve while doing so)

Another digital divide?

Digitalization and work as 'calling'

4. Labour revisited – criteria of good work and two scenarios

scenario one: digitalization as the end of good work

extensive job losses	rationalization, profits, competition as sole goals
increasing delimitation and compression of work due to digitalization	security interests as front for increasing monitoring and control
increasing pressure on employees due to precarization	intensive losses in social security

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Digitalization and work as 'calling'

4. Labour revisited – criteria of good work and a scenario

opportunities for good work in the context of digitalization	
increasing transparency breeds opportunity for participation and empowerment	condition: digital transformation with regard to human resources and empowerment
increasing efficency breeds opportunity for better funded caring and education sector	condition: public awareness and funding of personal and cultural services
increasing productivity breeds opportunities of biographical flexibility and self-governed work-life balance	condition: increased and adjusted public social security ('life time working accounts'; educational sabbaticals; basic income schemes etc.)