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
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

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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

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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
Another digital divide?

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
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Digitalization and work as 'calling'

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

   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

<table>
<thead>
<tr>
<th>work as calling - freely serving one's neighbour - preconditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>personal preconditions: motivation</td>
</tr>
<tr>
<td>qualification</td>
</tr>
<tr>
<td>ressource preconditions</td>
</tr>
</tbody>
</table>

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

capital |
grant participation |
empower |
cultural capital |
social capital |
economic capital |

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Digitalization and work as 'calling' 

2. Ambivalent frameworks of modern labour

<table>
<thead>
<tr>
<th>Precarious/atypical employment</th>
<th>Erosion of classical employment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>permanent and temporary staff</td>
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<td></td>
<td>gendered division of labour</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Intensivation/responsibilization</th>
<th>Delimitation</th>
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<tr>
<td></td>
<td>compression of work</td>
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<tr>
<td></td>
<td>'worker entrepreneur'</td>
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</table>
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Digitalization and work as 'calling'

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

Crowdsourcing

...eg Topcoder

“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
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Example:

Mechanical Turk
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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)
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

<table>
<thead>
<tr>
<th>Industrie 4.0</th>
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</thead>
<tbody>
<tr>
<td>agenda-building-Konzept</td>
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<tr>
<td>strategy to safeguard location</td>
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<tr>
<td>advanced manufacturing</td>
</tr>
<tr>
<td>main tasks</td>
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<tr>
<td>horizontal integration</td>
</tr>
<tr>
<td>vertical integration</td>
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<tr>
<td>complete digitalization</td>
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<tr>
<td>state-funded support</td>
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<tr>
<td>standards across industries</td>
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<tr>
<td>cooperative networks</td>
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<tr>
<td>transformation of labour and qualification</td>
</tr>
<tr>
<td>security solutions</td>
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<tr>
<td>legal frameworks</td>
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</tbody>
</table>
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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
3. Digitalisierung und Industrie 4.0 - Herausforderungen und Chancen

**Another digital divide?**

Digitalization and work as 'calling'

**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...

...and whose competencies diminish with automation

programming
surveillance
maintenance
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Digitalization and work as 'calling'

3. Digitalization - challenges and opportunities

<table>
<thead>
<tr>
<th>data sovereignty</th>
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</thead>
<tbody>
<tr>
<td>complex problems and vulnerability in open networks (across companies)</td>
</tr>
<tr>
<td>conflicting interests: company security - privacy (wearables)</td>
</tr>
<tr>
<td>data mining through automation</td>
</tr>
<tr>
<td>company security interests heightened delimitization of work</td>
</tr>
</tbody>
</table>

horizontal integration

vertical integration

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Digitalization and work as 'calling'

3. Digitalization - challenges and opportunities

<table>
<thead>
<tr>
<th>services</th>
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<tbody>
<tr>
<td>job losses vs. job creation</td>
</tr>
<tr>
<td>severe job losses in banking, insurance and office services</td>
</tr>
<tr>
<td>job creation in different areas</td>
</tr>
<tr>
<td>ccc services</td>
</tr>
<tr>
<td>become relatively more expensive (when adequately paid) (Baumol's paradox)</td>
</tr>
</tbody>
</table>
Another digital divide?
Digitalization and work as 'calling'

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

criteria

structural feasibility of acquiring recognition, a fair share of society's wealth, political participation, the good life through work

secular labour promise

- 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)

Christian concept of 'calling'

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### 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**

<table>
<thead>
<tr>
<th>extensive job losses</th>
<th>rationalization, profits, competition as sole goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>increasing delimitation and compression of work due to digitalization</td>
<td>security interests as front for increasing monitoring and control</td>
</tr>
<tr>
<td>increasing pressure on employees due to precarization</td>
<td>intensive losses in social security</td>
</tr>
</tbody>
</table>
### Another digital divide?

Digitalization and work as 'calling'  

<table>
<thead>
<tr>
<th>Opportunities for good work in the context of digitalization</th>
<th>Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increasing transparency breeds opportunity for participation and empowerment</td>
<td>Condition: digital transformation with regard to human resources and empowerment</td>
</tr>
<tr>
<td>Increasing efficiency breeds opportunity for better funded caring and education sector</td>
<td>Condition: public awareness and funding of personal and cultural services</td>
</tr>
<tr>
<td>Increasing productivity breeds opportunities of biographical flexibility and self-governed work-life balance</td>
<td>Condition: increased and adjusted public social security ('life time working accounts'; educational sabbaticals; basic income schemes etc.)</td>
</tr>
</tbody>
</table>

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