

Futures of Work Series Part III
A Cumulative Labour Market Manifesto
Paul Wildman's view of the Future of Work

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Paul Wildman 19-06-2001 paul@kalgrove.com

Independent Pracademic

PO 73 Northgate Brisbane 4013

For the past 15 years the author has been working in this field of community and work futures in Australia and overseas.

Clarion Call

Having been involved for two and a half decades in 'future of work' research and education, I view projections such as these as vital for the future of our children. There is urgent need to provide encouragement and support for initiatives that seek to develop innovative directions for the organisation of work, particular for those many who can no longer be adequately accommodated within the traditional framework. In my view, innovation and experimentation in social organisation has far greater priority need today than innovation in science, technology and even space exploration.

We will need to come to terms with the prospect that the intractable problems of unemployment may not be resolvable within the current framework of work and income relations. New 'out of the box' ideas must be encouraged, publicly debated, trialed, and demonstrated. There are many, young and old, who disenfranchised and/or disillusioned by the increasingly precarious and insecure work scene, will welcome the opportunity to participate in such experimentation, particularly if given positive encouragement and support by public bodies.

Today's labour market is characterised by casualisation, jobless growth, declining blue & increasing pink-collar jobs. & a collapse of traditional labour market entry points for youth. Technologisation causes selective reduction in capital needed & always net reductions in labour required. Work as we know it is on the way out.

Current estimates broad acre unemployment puts the unemployment & underemployment rates in Australia at around 15-20% @6-01. In this rate the LTU's account for about 25% of overall unemployment. This combined figure has been steadily increasing since the early 1990's. Further a disproportionate of these people excluded from the conventional job market are the over 50's. Yet demographically Australia's age pyramid is shrinking in that the proportion of youth is declining compared to us oldies. So employers will need to understand the needs & desires & capabilities of the mature worker to remain competitive beyond 2010.

When combined with Gorz's (1980) estimate that 25% of the workforce are at present needed to produce the necessities of life then less than 10% i.e. 1/4er of even these that have jobs will be providing the necessities. Clearly the overall rate of unemployment is several times the Natural Rate of around 5%.

These trends will generate a world wide employment rate of around 1/3rd by 2025. This is in line with, though somewhat more conservative than, Dator's prognosis, although not as bold as Rifkin. It ties into the jobs disaster view in terms of conventional scenarios & point to +1 to +6 Outside The Box responses. So work as we and our parents knew it is over.

Our children demand a better response from Government than warehousing and training with no real job at the end, no meaningful work. They are showing their dismay in drugs, suicide and crime. We have to do better than pretend we can get back to the future with full employment. Yet all Government programs are based on the myth of a full time job and full employment ie. the system that IS, is dominated from the deepest level the capitalistic version of 'homo economicus'. Social relations are contingent on economic flows not social interactions.

**Tomorrows Labour Market
Labour Market Projections 2001**

Table 1: Comparison of Production and Job Effort 1950-2050

Year	Production			Job Effort			
	Useless - Junk	Useful	%	Human	Machine	Robot	%
1950	30	70	100	65	30	05	100
2000	70	30	100	35	35	30	100
2050	90	10	100	05	05	90	100

Table 2: Comparison of Unemployment, Long-Term Unemployment and Underemployment 1950-2050

Year	UnN inc.->	LTU	LTUnder	Total
1950	05	00	01	06
2000	08	06	10	18
2050	60	50	20	80

Source: Paul Wildman 3-7-01

Movements such as Social Entrepreneurship & the like (see -4 to +1 below) are relevant in that they have an activist/practical dimension however they reinscribe the status quo:

- . Do not aim to address systemic problems - ie, the unemployment <->employment divide, the construction of work, the dependence of the Welfare State on economic growth, the very existence of the Welfare Nation State is strengthened, the embeddedness of work in the capitalist system, deeper moral/linguistic/structural causes of unemployment & poverty.

- . Community cooperatives & the like are great for building local trust, reducing crime, etc, but are not remedial or structural

- . Would advocates of SE join one of these coops? No. SE can represent a paternalistic, outsider's perspective from advisers on comfortable salaries at taxpayer's expense.

- . SE represents soft political options for spending Govt/taxpayers dollars and SE initiatives have been around for, & chewed over, for at least 15 years

- . Are these ideas based on universally considered norms that the advocates themselves would be willing to commit to, in integrity and finance? No

- .

It takes a politician to say what has been said by many in Australia (inc. myself) over the past 15+ years, for example [NAGLEI (1987). *Local Employment Initiatives: a strategic approach (Report of The National Advisory Group on Local Employment Initiatives (NAGLEI))*] AGPS for it to be acceptable to the broader community. In fact NAGLEI was in front of the present debate as it advocated the establishment of Intermediary Organisations to broker/sponsor/auspice/train/ identify entrepreneurial activities. Where you/we need to be is not a generation behind today but a generation ahead.

Things have moved on from when I first got interested in the area in the early 80's. The community based enterprise stuff of yesteryear is still around and being rediscovered somewhat, but this time with a new twist ie. not 'job creation' but 'creating social capital' even 'alternative welfare'. Such agendas may have suited Australia 15 years ago - it doesn't any more if anything it is a small say 20% of the solution - still worth it but rapidly being outflanked by technology, social changes & globalisation. Things like:

- . The royal commission into deaths in custody and other major system failures

- . We have another billion people on earth

- . Globalisation is in full swing

- . Long term unemployment has become entrenched

- . The web & internet have emerged

- . Pilotless planes, driverless trains, workerless production lines

- . Collapse of communism, Bosnia & the

- . Collapse of the western enlightenment dream & with it the nation state & the UN

With work providing one of the few remaining moral consensus points of our time the crucial governance question is how do we manage civil society with out work as such moral consensus? Further 3/4ers of the Nation States (Australia's) budget is directed to welfare/job schemes eg. the Welfare state is inseparable from work and the division of labour once work goes so too does the key rationale for the Nation State. (and none too soon methinks). In short how many more examples of failure of the west do we need.

Often we respond with the flavour of the month – in mid 2001 it is social entrepreneurship or social capital. For example consider this quote from a front line national politician:

Develop new & innovative ways of creating [jobs and thus] social capital in disadvantaged communities.

This means creating an alternative welfare system based on social entrepreneurs & social venture capital.[added]

Such approaches simply reinscribes the status quo i.e. the welfare state anew but more human - it doesn't get at the demise of jobs the need for NeWork & the demise of work itself as we know it or the new Welfare States dependence on work. The welfare state is totally dependent on the monetised economy. Nothing in his address even acknowledges the end of work, statistics etc it is all about the inevitability of the poor & the need for welfare only lets do it differently etc etc.

I have identified had accepted for publication in futures about the 10-15 year delay in such innovations - this is more the question for me ie how is this so? We need spaces for social innovation so we can try things outside the box. Wildman (2001) on Emerging Issues.

So what?

Manifesto commitment

We need, as a matter of urgency, to commit and to develop social spaces (action orientated think tanks, resourced for the provision of alternative spaces for social innovation) and technologies that will engage options +1 and above in the following table. This will require strong work towards achieving a new moral consensus as well as recognising the powerful effect of a working model.

Table 1: Inside the Box (-4->0) to Outside the Box (+1->+7) Alternatives include

No	Scenario***	Explanation/Examples	Strength	Weakness
-5	Serfdom/ slavery	From each according to the requirements of his owner	Predictable	Destructive of Human moral autonomy, against human rights, polarisation of wealth
-4	Capitalism	From each according to ownership to each according to effort	IS not OUGHT, Yang	Dependent on conventional Economic Growth*, inc, training, CBT etc. Further polarisation of wealth
-3	Welfare State	From each according to ownership to each according to worthy need, NeWork I	IS not OUGHT	“, inc. job sharing, warehousing labour market programs, work for the dole, Social Entrepreneurism
-2	Co-ops	From each according to ability to each according to co-op shares	Obsession with co-ops rather than co-operation, can be relevant though not culturally to Aust.	“
-1	CED	From each according to ability to each according to need & contribution **	Co-operation beyond co-ops	“
0	Communism	Socialism + social distrib From each according to ability to each according to collective need	WAS	“
+1	Barter	Green Dollars -> equalitarian forms of exchange	Emergent	“, Still market and counter-point money
+2	Anarchism	From each according to his contribution to each according to his individual need, Kibbutz	Opposed to Government max. self reliance can be Mutual aid ie other considering	“, Discredited as Molotov throwing revolutionaries
+3	Tribal	From each group according to its requirement to each group according to ceremonial law	Communitarian, Yin, OUGHT->IS	Archaic, scale ie. cant address billions of people
+4	Minimum Guaranteed Income	From each according to his contribution to each according to his existence, NeWork II	Universal, can provide basis for release of effort for other considering NeWork & ‘plerk’	Can be dependent on Economic Growth* and the free rider question
+5	Cyberia - Hypertopia	Techno utopia with G&S generated by machines, nanobots & cyborgs	Hyperised version of the web+genetic engg+computers has anarchist streak & thereby + possibility	Still Emergent appropriation by status quo possible, Big Brother, 1984, techno holocaust
+6	Priaction economy	News From Nowhere W Morris 1890	PriAction (PA) belongs to the family of plerk words. Like work, plerk can be other-regarding or other-neglecting. Most read it as only the latter. PA is 'other-regarding' plerk. Min self sacrifice, max integrity involved. PA is a win-win approach, ie, self-chosen, self-fulfilling, priority-needs- regarding activity.	OUGHT not IS No model easily avail or demonstrable, World Public Service, Design Principles Yes Model no. News From Nowhere W Morris (1890) goes closest – see Briggs (1962)
+7				

Source: P Wildman 6-01 **Cash, Kind, Labour; * Economic Growth includes: (1) market system of highest bidder***, (2) division of labour, (3) work,**** (4) non distinguishment of useful 'other regarding' & useless toil *** Inc. law of supply & demand, price system based on scarcity & unlimited wants & the utility theory of satisfaction with unrestricted market bidding (+or-) to clear the market ****Work [in conventional terms and economic theory is always narcissistic ie. for gain or fear (sacrifice) and not from agape (wonder/mysterium focused) or altruism (beneficent concern for others – other focused) or even community motivation (filial, philadaphia – solidarity/brotherly or sisterly love. Further useful and useless work are never distinguished because work and its constituting discourse of 'division of labour' is mediated by the market. The market in turn is predicated on the prices mechanism as evidenced in the supply/demand curves of first year economics, rather than moral prioritisaion through action, which is thus prioritised ie. priaction. *** Other scenarios such as fascis, dictatorship are not inc. as they tend to have a negative public perception.

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