



**7th European Social Week
14-16 February 2019**

SOLIDARITY, SUBSIDIARITY, COMMON GOOD

**Ways to overcome poverty
and social inequality in Europe**

The Future of Work Ethical Issues

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New Technologies (EGE)**

Mandate and Composition

- EGE is an independent, interdisciplinary, pluralist group, giving advice to the Commission on issues related to pending legislation or policies.
- The members do not represent their country or any organization they happen to belong to. They are chosen on the basis of their personal qualities.
- The members have different scholarly backgrounds, such as philosophy, theology, law, medicine, natural science,...
- ...and they come from different cultural backgrounds, indicating European pluralism.

ege

ede

European
Commission

EGE

European Group
on Ethics in Science
and New Technologies

#EthicsGroup_EU

Working Methods

- The group can take initiatives concerning themes for reports, but usually topics are suggested by the President of the EU and discussed in his cabinet.
- The working methods of the group: Internal meetings, hearings of invited experts, commissioning of special reports, organisation of round tables, web consultations.

- Consensus sought, but dissent is possible.



Roundtables



Have an important role in EGE's work:

- Provide additional input to our thinking
- Establish a dialogue between different stakeholders
- Promote transparency
- Focus is on dialogue

Typical structure of a Report

- Starting points: EU treaties, EU directives, relevant international conventions and declarations
- State of the art in science and technology, near future trends, overview of hard and soft law (regulations...)
- Problems and concerns raised by the state of the art and near future trends
- Ethics framework relevant for dealing with these problems and concerns
- Recommendations, specifying ideally who should do what and why

1991: The First Group of Advisers

- Nov 1991, The EC, under President Jacques Delors, set up the GAEIB, *Group of Advisers on the Ethical Implications of Biotechnology*.
- Purpose: to incorporate ethics in decision-making process of community research and technological development policies.

EGE replaces GAEIB

- Dec 16, 1997, the EC set up the EGE, the European Group on Ethics in Science and New Technologies, which replaced the GAEIB.
- Remit not limited to Modern Biotechnology, broadened to ‘Science and New Technologies’
- Members increased to 12, and new disciplines were added.

EGE replaces GAEIB /2

- The 1997 decision provided that EGE could examine subjects suggested to the Commission by the European Parliament or the Council.
- May 29, 2005, mandate revised. Members increased from 12 to 15, allowing a wider range of competences (e.g. food safety and security)
- New membership reflecting the enlarged EU.

Range of topics

- The scope of the reports have been broadened, from focusing almost exclusively on issues raised by trends in biomedical research and biotechnology to much wider issues, including cloning of animals for food purposes, novel methods and techniques used in farming, digital revolution, security and surveillance, energy, autonomous systems, and the future of work in a digital world.

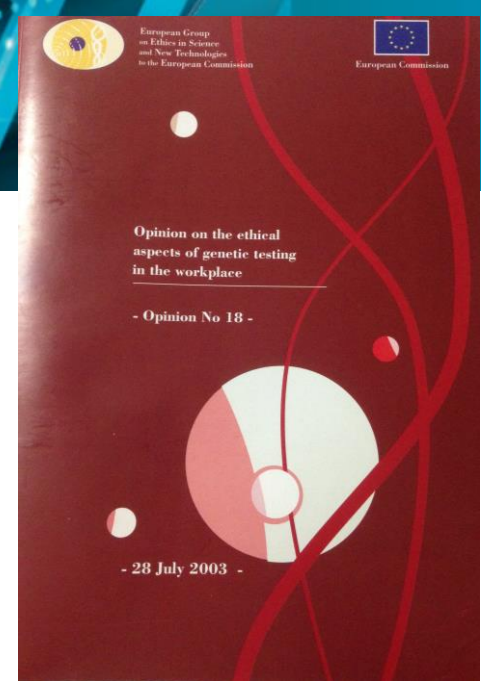


Rapid Speed of Change in Science and Technology

- Science does not stand still
- Technology provides new avenues for the utilisation of science
- Continuous need to think about changes in society and its organisation
- EGE asked to examine and address the ethical issues in a vast range of areas, way beyond what had formed the basis of the first mandates.

Mandate: 1991 – 1997

- Ethical aspects of parental diagnosis
- Genetic modifications of animals
- Cloning techniques
- Labeling of food derived from modern technology
- Healthcare in information technology
- Genetic testing in workplace
- Products derived from human blood or human plasma
- Ethical aspects in 5th research programme

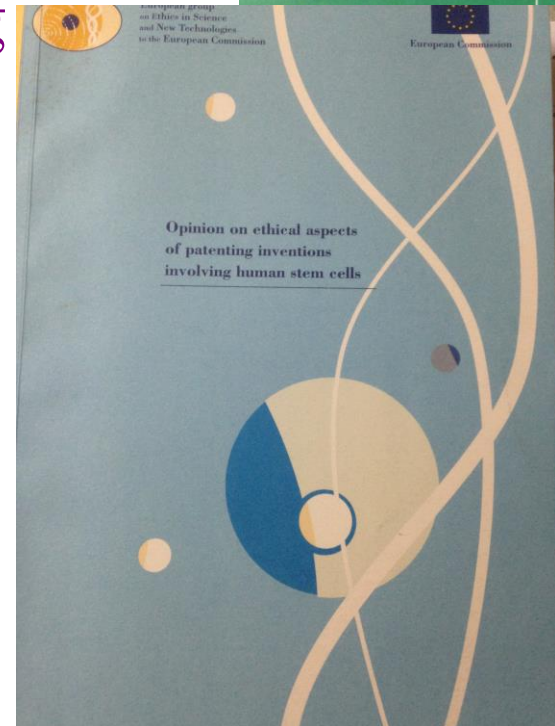
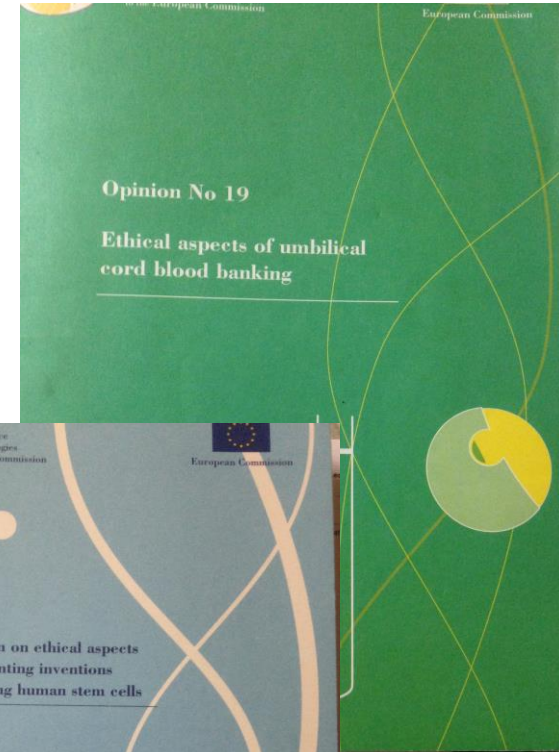


Mandate 1998 – 2000

- Human stem cell research and use
- Doping in sports
- Ethical aspects of research involving the use of human embryos in the FP5
- Human tissue banking
- Healthcare in information technology

Mandate: 2000 – 2005

- ICT implants in the human body
- Umbilical cord blood banking
- Clinical research in developing countries
- Patenting inventions involving elements of human stem cells.



Mandate: 2006 – 2010

- Ethics of Synthetic Biology
- Ethics in modern development developments in agricultural technology
- Ethics of animal cloning for food supply
- Ethics of review of hESC FP7 for research projects
- Ethics of nanotechnology



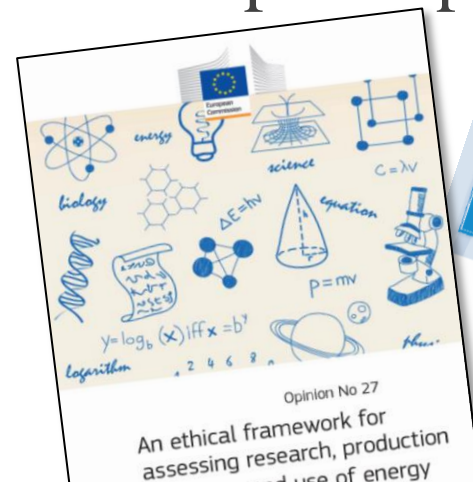
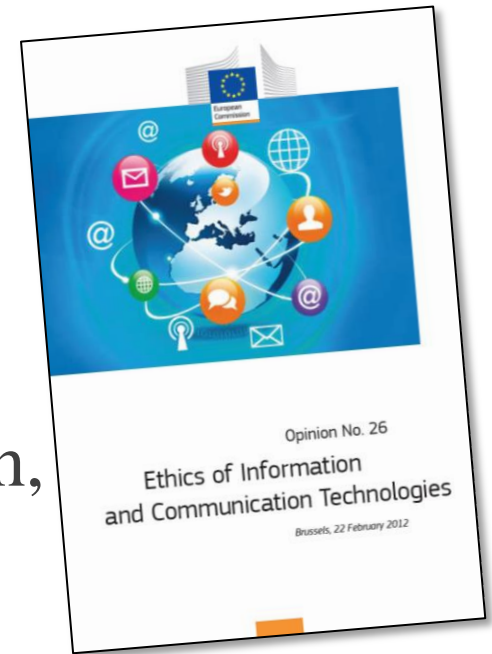
Mandate: 2011 – 2016

Four Opinions

- information and communication technologies (freedom of expression)
- ethical framework for assessing research, production and use of energy
- security and surveillance technologies
- new health technologies and citizen participation

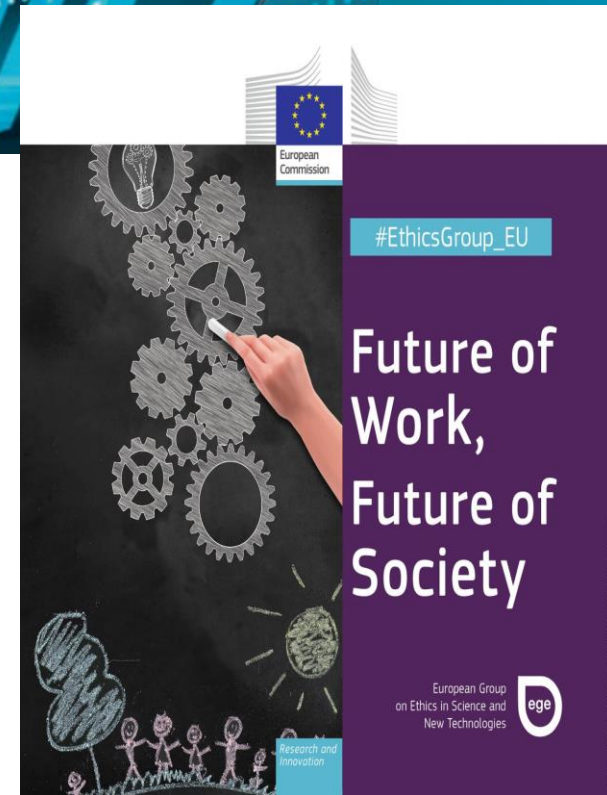
Three Statements

- research integrity
- clinical trials
- gene editing



Mandate 2017 -

- Statement on Artificial Intelligence, Robotics and 'Autonomous Systems' (2018)
- The Future of Work
- Possible future topics for EGE Opinions:
 - ☐ The ethical and societal implications of gene editing (CRISPR/Cas9)
 - ☐ An ethical framework for migration
 - ☐ Technologies of democracy and political participation
 - ☐ Destabilisation and new boundaries of traditional forms of solidarity



European Union as a community of values



Changes in science and technologies but not in ethical values

- Core ethical values shared by all Europeans
- Normative framework is needed to steer the rapid advances in science and new technology
- From using more or less traditional principles in bioethics (principalism) to a framework rooted in theories of human rights
- Distinction:
 - Empirical pluralism cannot be refuted
 - Structural pluralism of liberal democracy
 - Normative pluralism is unacceptable

European Union as a community of values

Features of European Culture

- Europe is not merely a geographical entity, but also a political, historical and cultural concept
- Influence of Christianity
- Influenced by a variety of philosophical theories and methods
- Historical events: French revolution, Two World Wars, the fall of the Berlin Wall, the global economic crisis, migration, resurgence of nationalism, populism.

European Union as a community of values

“Our values are our compass. For me, Europe is more than just a single market. More than money, more than the euro. It was always about values.”

President Jean-Claude Juncker's
State of the Union Address
(Brussels, 13 September 2017)

European Union as a community of values

“What hope is there for the Europe of today and tomorrow? The answer to that question is to be found in “the pillars” with which the union’s founding fathers - the leaders of Belgium, France, Germany, Holland, Italy and Luxembourg - had laid 60 years ago, namely: the centrality of man, concrete solidarity, openness to the world, the pursuit of peace and development, openness to the future. Europe has a patrimony of ideals and spiritual values unique in the world”.

**Address of His Holiness Pope Francis
to the Heads of State and Government of the European Union during
the celebration of the 60th anniversary of the Treaty of Rome
(24 March 2017)**

European Union as a community of values

“If the religious and Christian substratum of this continent is marginalized in its role as inspiration of ethical and social efficacy, we would be negating not only the past heritage of Europe but a future worthy of European man - and by that I mean every European Man, be he a believer or a non believer.”

Pope John Paul II
to the European Parliament
11th of October 1988

Core ethical values and principles

- Respect for human dignity
- Human rights and freedom
- Democracy and rule of law
- Vulnerability, justice and equality
- Solidarity and common good



- Precautionary principle
- Principle of Subsidiarity
- The Proportionality principle
- Peace/Safety/Security
- Integrity/health

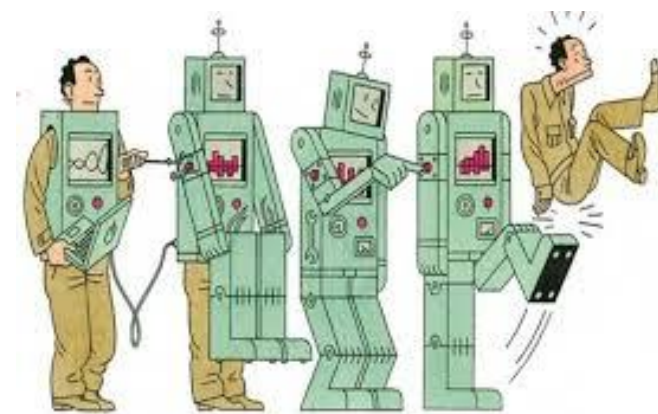
EU Instruments and European values

- Lisbon Treaty (13 December 2007)
- Charter of Fundamental Rights of the European Union (12 December 2007)
- The Berlin Declaration (25 March 2007) pointed to the need for establishing a new dimension in the EU that is based on shared values.
- European Pillar of Social Rights (17 November 2017)
- ‘EU countries are striving for peace and freedom, for democracy and the rule of law, for mutual respect and shared responsibility, for prosperity and security, for tolerance and participation, for justice and solidarity.’

The Berlin Declaration

On the occasion of the 50th anniversary of the signature of the Treaty of Rome

Opinion on the Future of Work



- In 2017, the EGE received a request from Commissioner Carlos Moedas, (Commissioner for Research, Science and Innovation) to look at the ethical implications of the impact of automation, robotics, artificial intelligence and digitalisation on the labour market.
- The rise of technologically driven phenomena, such as the digital or online platform economies, are ushering in new flexible forms of working. Technology is also transforming the workplace through delocalised work and workplace monitoring.
- Ethical reflection on these issues is urgently required as work is an essential pillar of social cohesion, which can provide a sense of community and participation in society.



Drivers of Change



Globalisation

- Open trade and investment policies have triggered major changes in the structure and organisation of work



Demographics

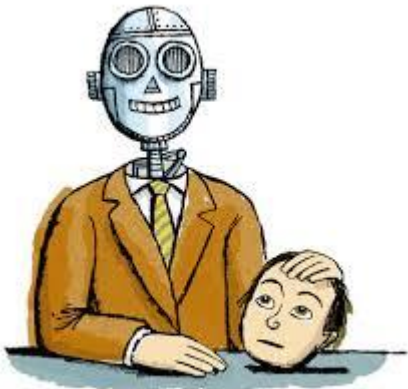
- By 2050, 30% of EU will be over 65; societal impacts include types of jobs/working arrangements; increased pressure to fund social security benefits; increased caring responsibilities.



Technology

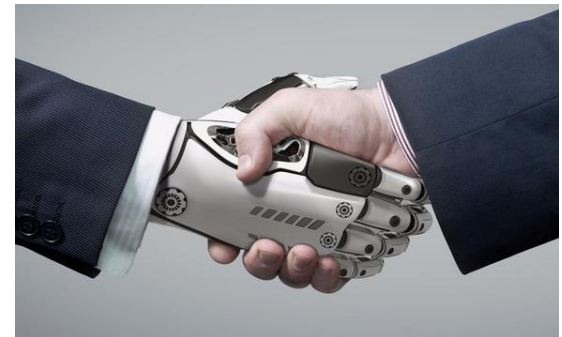
- Adoption and convergence of novel technologies = 4th Industrial Revolution?
- Techno-pessimists; jobs losses and increasing inequality. Techno-optimists more and better jobs.

Automation and Job Losses



- Frey and Osborne (2013) concluded that 47% of jobs in the US were susceptible to automation within the next 20 years.
- Estimates likely overblown and consensus emerging that it is tasks rather than jobs which will be replaced through automation.
- There remains a great deal of uncertainty around specific forecasts for job losses/gains as a result of automation.

- Automation will likely result in job losses in sectors in which routine tasks are prevalent.
- Evidence that automation will create new jobs.
- Workers may increasingly find themselves working alongside machines and robots.



Changing Nature of Work

- In 2016, in the EU 39% were self-employed or in **non-standard employment**. NSE includes temporary employment; part-time and on-call work; temporary agency work and other multiparty employment relationships.
- **Platform economy** (gig, collaborative, sharing) is largely based on NSE, particularly independent work.
- Technology has allowed greater **flexibility** in *where* and *when* work happens. Workers report better overall work-life balance but work longer hours at a higher intensity. Flexibility can serve to blur the lines between work and private life promoting an “always on” culture.
- Workers in NSE are more likely to experience **job insecurity**, earning volatility and a lack of career progression. They also have fewer employment rights and less access to training and social protection.

Growing Inequality

- Technological change will differentially affect workers resulting in winners and losers
- Wage stagnation since 1980's despite increasing productivity. Capital rather than labour being rewarded, so those who own the technology most likely to benefit, resulting in greater inequality in distribution of income.
- Inequality can stoke social and political tensions. Civic engagement, political participation and trust in institutions have all declined as economic inequality has risen; inequality has also been linked to the rise of populism.

Social Protection

- Employment is becoming less routine, less steady, and generally less well remunerated. This poses a challenge to the European welfare state model where traditionally social benefits are earnings-related.
- Increased job precariousness has elicited renewed calls for redistributive policies, and for the need to de-link social protection from employment e.g. universal basic income
- Social protection provide people with the security to embrace opportunities presented by new types and ways of working.



Designing the Future of Work

Ethical Reflections



- We are the design architects of the future shape of work and the labour market.
- We need to harness the potential for job creation and increased productivity promised by this new wave of technological change.
- Ensure that inequalities are minimised, human dignity is respected, and people can have fulfilling and decent jobs.

A. The landscape

1. Technology is not simply “causing” these challenges
2. Work is much wider than only paid employment
3. We need to be attentive to continuities and discontinuities



B. The challenge

Task at hand is not one of “technology assessment”, but a confluence of developments that challenge fundamental features and assumptions of the organisation of our society:

Paid work & income

economic security

identity

social status

freedom

distribution of wealth



B. The challenge

Decoupling connections that we have taken for granted:



& income

economic security

identity

social status

freedom

distribution of benefits



C. Our approach

1. Technologies are not beyond the scope of control of humans
2. Thinking not only about how we can control technology but about the **fundamental principles and processes for the distribution of resources, burdens and benefits in our societies**
3. **Key question: What value/values should be the structuring principle for our societies?**

D. What we need to do:

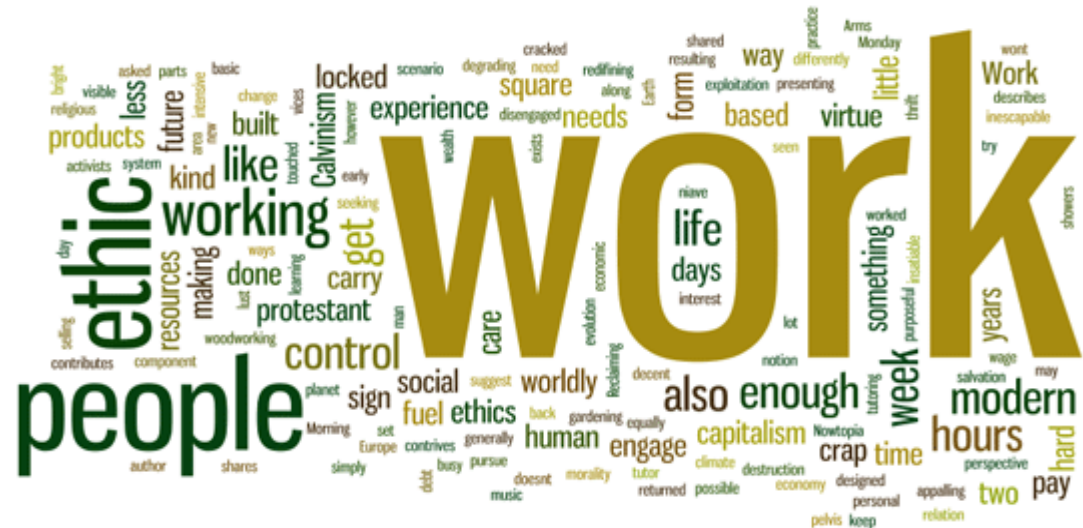
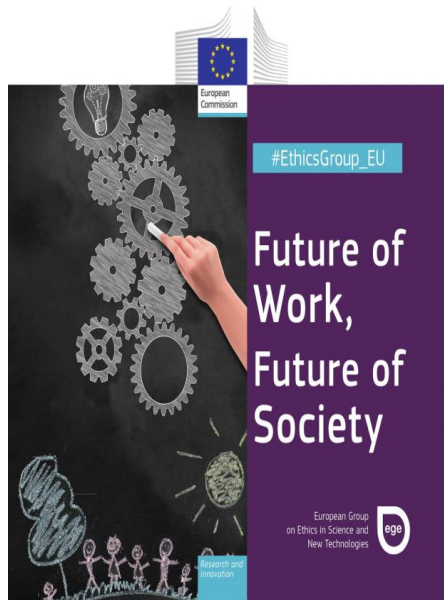
1. Employ a wider understanding of work .
2. Adjust institutions and instruments of social security and worker protection to such a wider understanding of work.
3. **“Societal upskilling”** instead merely “individual upskilling” – collective duty to find alternative solutions to ensure dignified livelihood for all people.
4. Promote equality, diversity and inclusiveness among all people who work.
5. Prevent and address new social divisions around digital surveillance at the workplace and beyond.

Ethical reflections on the future of work

- Not technologies themselves, but rather our social, financial and economic policies and practices determine what technologies can and should do, whether inequalities increase or decrease, and whether people can live on their wages.
- The ability of humans to shape the future must not be underestimated.
- We have a collective societal duty to shape institutions and frameworks based on our European values that promote the welfare of people and societies.

Ethical reflections on the future of work

- Societies need to take the current challenges around transformation in work and employment as an opportunity to make changes in all policy fields that contribute to more equal and decent societies with greater levels of solidarity.



Ethical reflections on the future of work

- It's not simply an issue about the function and prosperity of a society.
- It is an issue related to a just and fair society. An 'ethically good society' creates opportunities of 'decent' work to everyone.
- Work has both an instrumental and non-instrumental value.
- A policy of full employment reflects the ambition of ensuring that everyone has meaningful work and is adequately paid.

Ethical reflections on the future of work

- Ethical reflections on the future of work are ultimately *moral considerations* on the **dignity of human beings as workers** and on a **just and fair society as a community of human beings**.
- The central ethical values of the *European Charter of Fundamental Rights* and the *European Pillar of Social Rights* offer an adequate moral horizon for evaluating the emerging challenges on the future of work.

UTILITARIAN AND INSTRUMENTAL APPROACH?



A Matter of Human Dignity



Ethical reflections on the future of work

➤ The following principles and values are important for individuals and societies in the current and future organisation and remuneration of work:

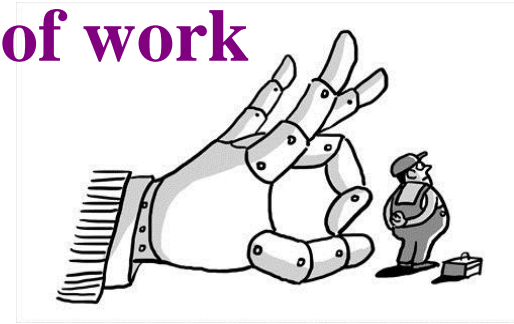
- Human dignity
- Autonomy
- Privacy
- Justice and solidarity

Ethical reflections on the future of work

a) Human dignity

Threats:

- *substitution/replacement* of humans by machines through robotisation, automation, digitization
- *robotisation* of care for the elderly
- *vulnerability*: subordination of humans to the rationale of capital accumulation, reducing them to means to wealth creation
- *discrimination*: use of algorithms in workplace
- *depersonalization of work*: deprives work of its significance. Work should not be measured only by productivity or efficiency
- *loss of jobs* – deprivation of human flourishing, personal identity, security and social recognition



Ethical reflections on the future of work

a) Human dignity

Opportunities:

- support or complement the work of humans
- enhance productivity
- safer work
- replace workers in extremely filthy, monotonous, unhealthy, dangerous humiliating conditions

Ethical reflections on the future of work

b) Autonomy

Ambivalence of technologies:

➤ create freedom

- Speed up interpersonal communication
- Facilitate data collection
- Increase flexibility
- Less stress and more leisure time

➤ Diminish freedom:

- rob people of the opportunity to shape their lives according to their values
- ‘technological delegation’ as a threat to autonomy – delegating decisions to technologies

Ethical reflections on the future of work

c) Privacy

- work-related surveillance involving monitoring and rating
- Intrusion into personal life
- Select and survey workers
- Data-driven profiles

Ethical reflections on the future of work

d) Justice and solidarity

- need to revisit and possibly redesign the social and legal institutions that seek to protect people, their rights and interests
- technologisation of work is creating a new category of potentially vulnerable human beings
- principle of equality and non-discrimination based on respect for all workers, irrespective of race, gender, age, disability, sex, creed
- distribution of work: Equality of access and opportunities to a meaningful or decent work to all
- distribution of benefits that flow from work to all

Ethical reflections on the future of work

Education

- combatting ‘exclusion’ from workforce
- demand of high skills workers
- skilling/up-skilling/re-skilling of citizens for digital competence
- digital skills are necessary to participate in workforce
- technological or digital literacy is a necessity

Ethical reflections on the future of work

Solidarity

- World of work is becoming more flexible
- Precariousness of work brings insecurity and inequality
- Protection of vulnerable groups and their personal and social security
- Fiscal policies should address inequalities resulting from labour market polarisation
- Rethinking of the social security system
- ‘contributive justice’ – defending fairer provision of meaningful work

Contribution of Catholic social teaching to the debate on the future of work

- “Our redemption has a social dimension because “God, in Christ, redeems not only the individual person, but also the social relations existing between men”. (*Evangelii Gaudium*, 178)
- Internal logic of the dominant technocratic paradigm (*Laudato si* [LS] 101-114):
 - dominate political and economic life
 - technology as mere instrument to market growth
 - shaping the lives of individuals and society
 - conditioning lifestyles
 - the future of work



Contribution of Catholic social teaching to the debate on the future of work

- “The alliance between the economy and technology ends up sidelining anything unrelated to its immediate interests.”
(LS 54)
- “Business is a noble vocation, directed to producing wealth and improving our world. It can be a fruitful source of prosperity for the areas in which it operates, especially if it sees the creation of jobs as an essential part of its service to the common good.” (LS 129)

Contribution of Catholic social teaching to the debate on the future of work

- The need to protect employment (LS 124-129)
- The value of work: instrumental and personal growth (LS 127, *Laborem Exercens*, 6-7)
- “We were created with a vocation to work. **The goal should not be that technological progress increasingly replace human work, for this would be detrimental to humanity.** Work is a necessity, part of the meaning of life on this earth, a path to growth, human development and personal fulfilment. ... **The broader objective should always be to allow them a dignified life through work.**” (LS 128)
- “The dignity of the individual and the demands of justice require ... that we continue to prioritize the goal of access to steady employment for everyone.”(*Caritas in Veritate*, 32)

Contribution of Catholic social teaching to the debate on the future of work

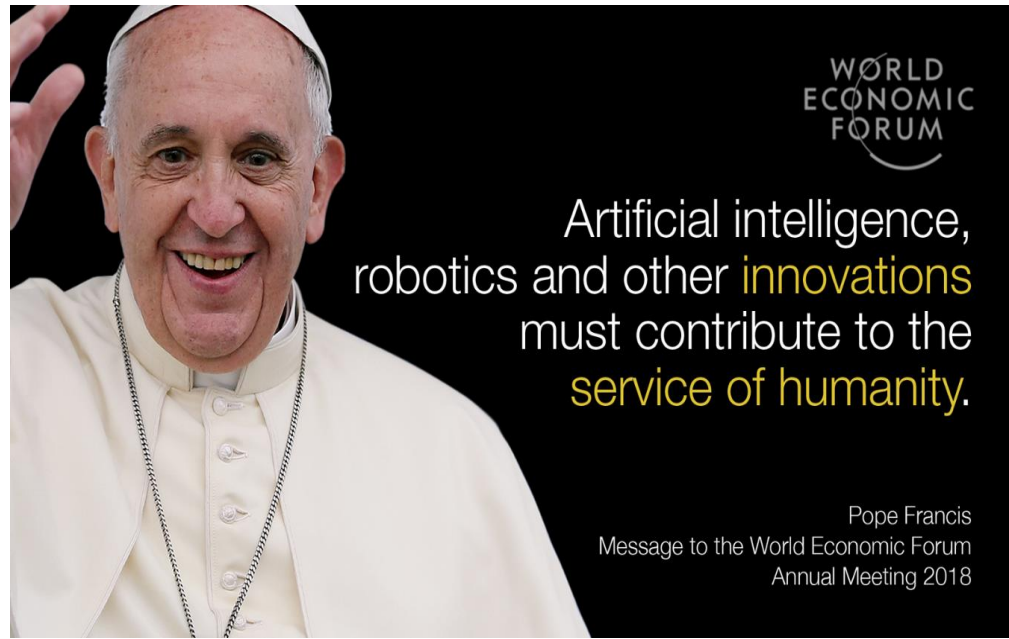
- The loss of jobs also has a negative impact on the economy (LS 128):
 - erosion of social capital
 - to stop investing in people, in order to gain greater short-term financial gain, is bad business for society (education of workers: skilling, reskilling and upskilling)

“Artificial intelligence, robots and other technological innovations must be employed that they contribute to the service of humanity and to the protection of our common home, rather than to the contrary, as some assessments unfortunately foresee.”

Pope Francis

MESSAGE TO THE WORLD ECONOMIC FORUM

Davos, January 2018



A MATTER OF A POLITICAL DECISION

- Digital technologies have led to job losses and increased social disparities.
- However, it is due to political decisions and institutions that:
 - many people in our societies are unable to find jobs, or unable to obtain jobs that pay enough for them to lead a dignified life
 - facilitated the growth of precarious working conditions, that have made capital more profitable than labour, and that have left invisible and unacknowledged many tasks that play a crucial role in the functioning of our societies
 - financial, regulatory and physical technologies that enable companies to move their production or their headquarters across the globe to benefit from lower wages, lower tax rates, or other forms of corporate welfare

RECOMMENDATIONS

1) THE EGE CALLS UPON THE EUROPEAN COMMISSION AND MEMBER STATES, AS WELL AS ALL WORK-RELATED ORGANISATIONS, TO RETHINK FRAMEWORKS AND INSTITUTIONS AROUND WORK AND EMPLOYMENT ACCORDING TO A BROAD UNDERSTANDING OF WORK, INCLUDING BOTH PAID AND UNPAID WORK.

- **The EGE thus calls upon them to support and deploy the full innovation potential of technological and societal arrangements taking as a basis the values enshrined in the European Charter Of Fundamental Rights.**

RECOMMENDATIONS

2) THE EGE RECOGNISES THE OPPORTUNITIES PRESENTED BY TECHNOLOGICAL INNOVATIONS TO STRENGTHEN EUROPEAN ECONOMIES FOR THE BENEFIT OF ALL.

EUROPEAN VALUES MUST SHAPE THE DESIGN, DEVELOPMENT, ADOPTION, USE AND GOVERNANCE OF TECHNOLOGICAL INNOVATION, NOT LEAST IN ORDER TO ENSURE DECENT EMPLOYMENT AND WORKING CONDITIONS.

RECOMMENDATIONS

3) THE EGE UNDERSCORES THAT BESIDES INDIVIDUAL UPSKILLING, SOCIETAL UPSKILLING IS OF MAJOR IMPORTANCE: SKILLS, TRAINING, CAPACITIES, EDUCATION AND LEARNING AND COLLECTIVE RESPONSIBILITY.

RECOMMENDATIONS

- 4) THE EGE RECOMMENDS A BROAD SOCIETAL DELIBERATION ABOUT THE DECOUPLING OF SOCIAL SECURITY SYSTEMS FROM EMPLOYMENT IN THE NARROW SENSE AND UNDERSCORES THE IMPORTANCE OF ADDRESSING INEQUITIES ACROSS AND WITHIN SOCIETIES.**

Thank you for your attention

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