

CODETERMINATION 2035 – FOUR SCENARIOS

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Focus on Digitalisation



#Peak Performance

Digitalisation is promoted in order to boost productivity and competitiveness. Pressure for efficiency and constant optimisation of one's own performance shape working life. Opportunities and risks are often cheek by jowl, personal negotiating power is based on market value and employment relations are becoming increasingly polarised. Competition between human beings and machines is a feature of more and more areas.



#Self-actualization

Digitalisation is contributing to more individual creative freedom, flexibility and variety in the world of work. Government standards ensure participation and a balanced distribution of the benefits of digitalisation and prevent abuses of power. Because of the limited labour supply employers' reputations are a key factor in company success.



TODAY



#RESET

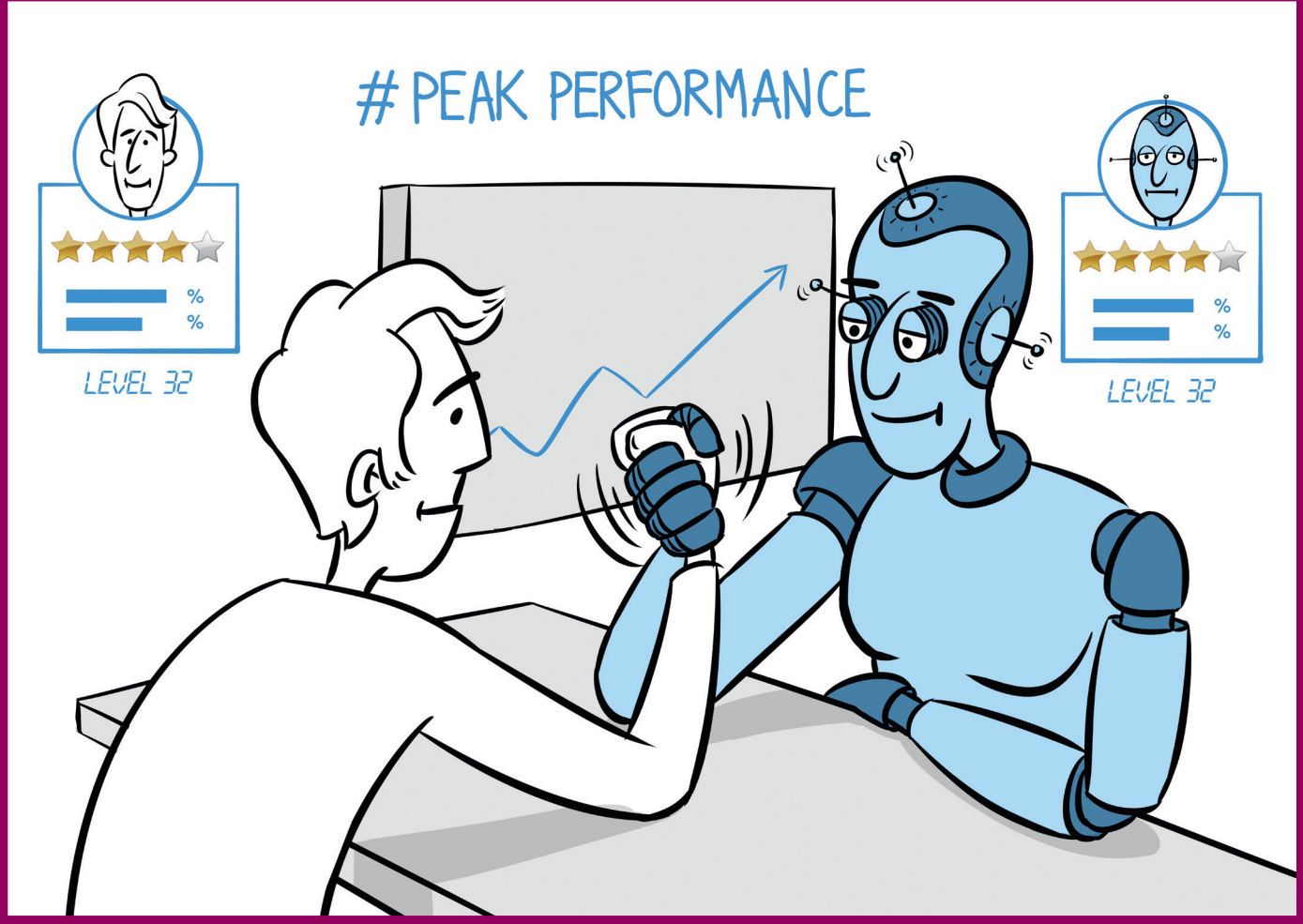
Digitalisation and automation lead not only to a dramatic loss of jobs, but also to the proliferation of precarious and inhuman working conditions. That gives rise to massive resistance and conflict, out of which new approaches to collective action and solidarity, as well as new economic ideas eventually emerge.

#Cohesion

Digitalisation is taking place embedded in collective negotiation processes and democratic corporate structures. Agreements between the social partners make a decisive contribution to ensuring that technological change and efficient production methods go hand in hand with security of employment, good working conditions and individual preferences.



www.mitbestimmung.de/scenarios



Scenario 1:

Digitalisation is promoted in order to boost productivity and competitiveness. Pressure for efficiency and constant optimisation of one's own performance shape working life. Opportunities and risks are often cheek by jowl, personal negotiating power is based on market value and employment relations are becoming increasingly polarised. Competition between human beings and machines is a feature of more and more areas.

Digitalisation offers tremendous growth potential for the whole economy.

Only if one gets in early one has a chance at obtaining a big piece of the pie.

Commitment, mobility and flexibility are expected, but also rewarded accordingly.

The digitalisation dividend is not being shared equally.

Algorithms take decisions and guide workers.

People just have to get used to having bots as customers, superiors and colleagues.

Many experience the transformation as a continuous compression and acceleration of their working day.

There is no shortage of demand for human labour; one simply has to remain visible and achieve an acceptable 'score'.

The high turnover and distribution of employees over work locations and time zones makes it harder to take a common view of interests.

Competition between human beings and machines is intensifying in many sectors, too.

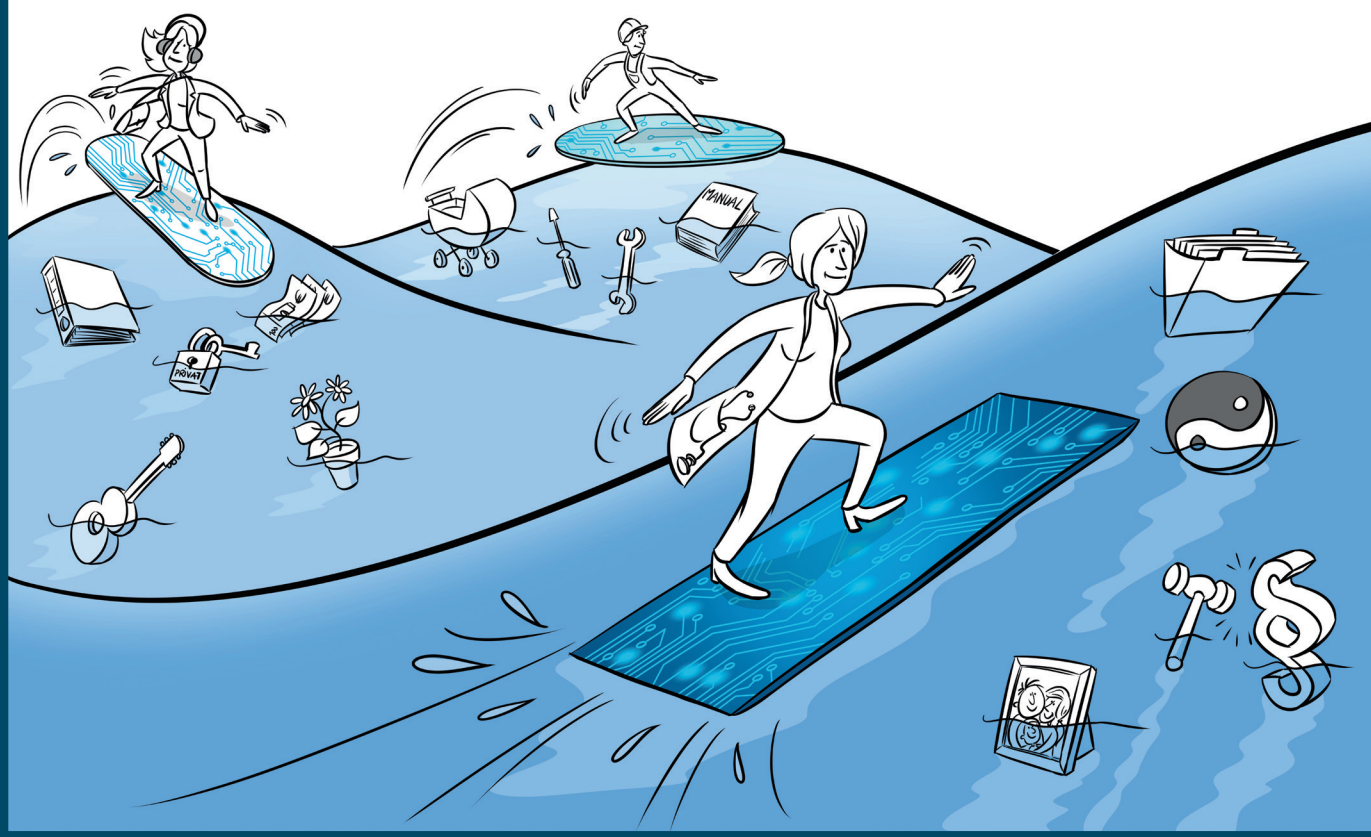
In 2035 a large proportion of the economically active are de facto 'self-entrepreneurs'.

People try to improve their lot on their own initiative.

People are increasingly looking to upgrade their intellectual and physical skills by means of neuro-enhancements, implants and functional foods.



SELF-ACTUALIZATION



Scenario 2:

Digitalisation is contributing to more individual creative freedom, flexibility and variety in the world of work. Government standards ensure participation and a balanced distribution of the benefits of digitalisation and prevent abuses of power. Because of the limited labour supply employers' reputations are a key factor in company success.

Many are asking what is the point of all this? How does this benefit society – and what does digitalisation mean for me personally?

The economy is becoming more regional, small-scale and willing to experiment.

Simple tasks are gradually disappearing from the world of work, leaving the creative, the complicated, the demanding and the interpersonal.

Aptitudes such as self-reliance, attentiveness and empathy for colleagues and customers, but also for one's own wellbeing are gaining ground.

A good reputation as an employer and a modern corporate culture are key to attracting good employees.

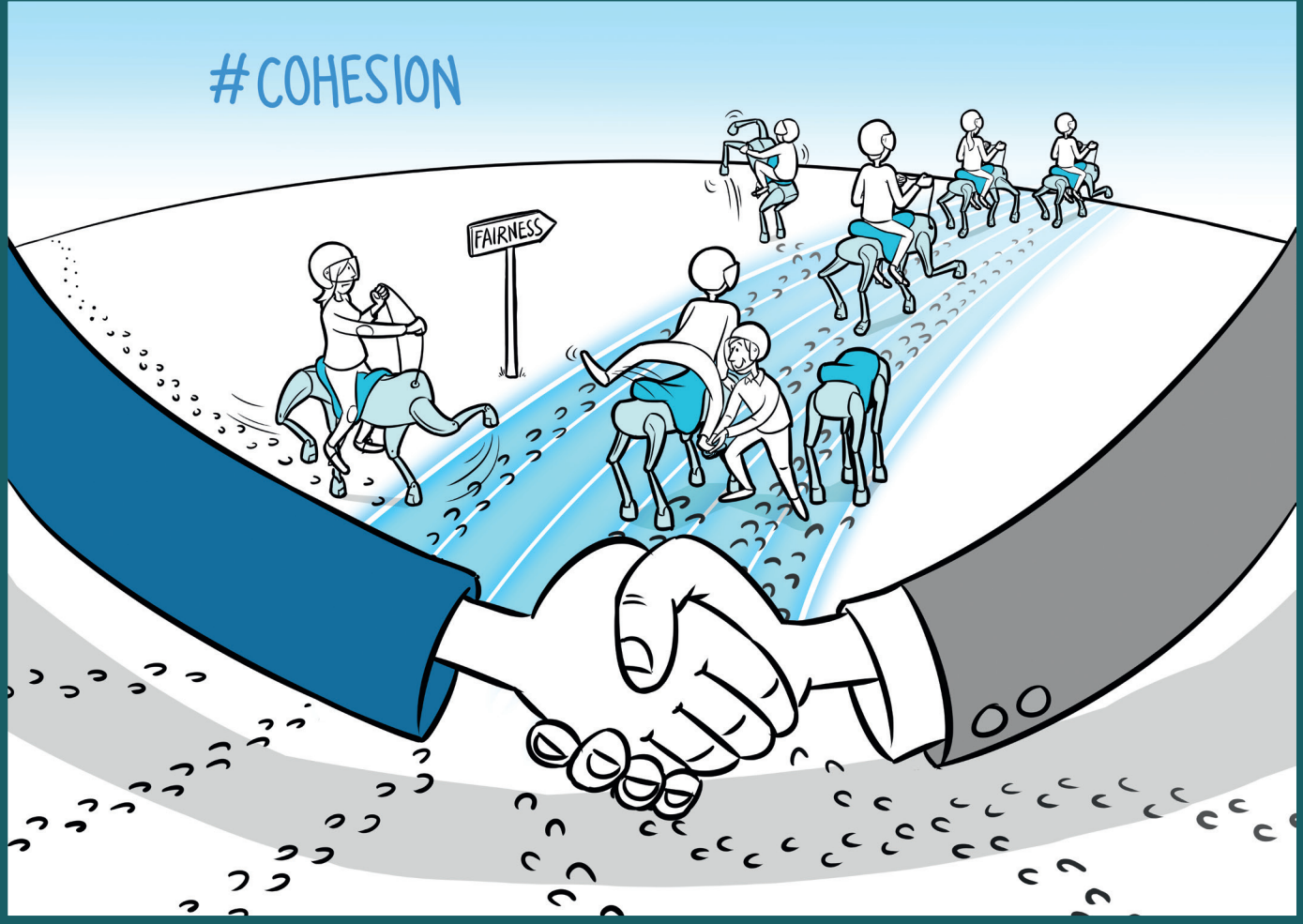
Personnel departments and works councils increasingly have to cope with coordinating a wide range of employment forms.

Digital assistance systems make possible individually coordinated working environments.

The role of the state as social floor has become more important, in setting boundaries, offering some degree of security and at the same time facilitating processes of change.

Resistance tends to rear its head whenever automation processes, data gathering or the introduction of an algorithm might lead to a loss of personal integrity or creative freedom.

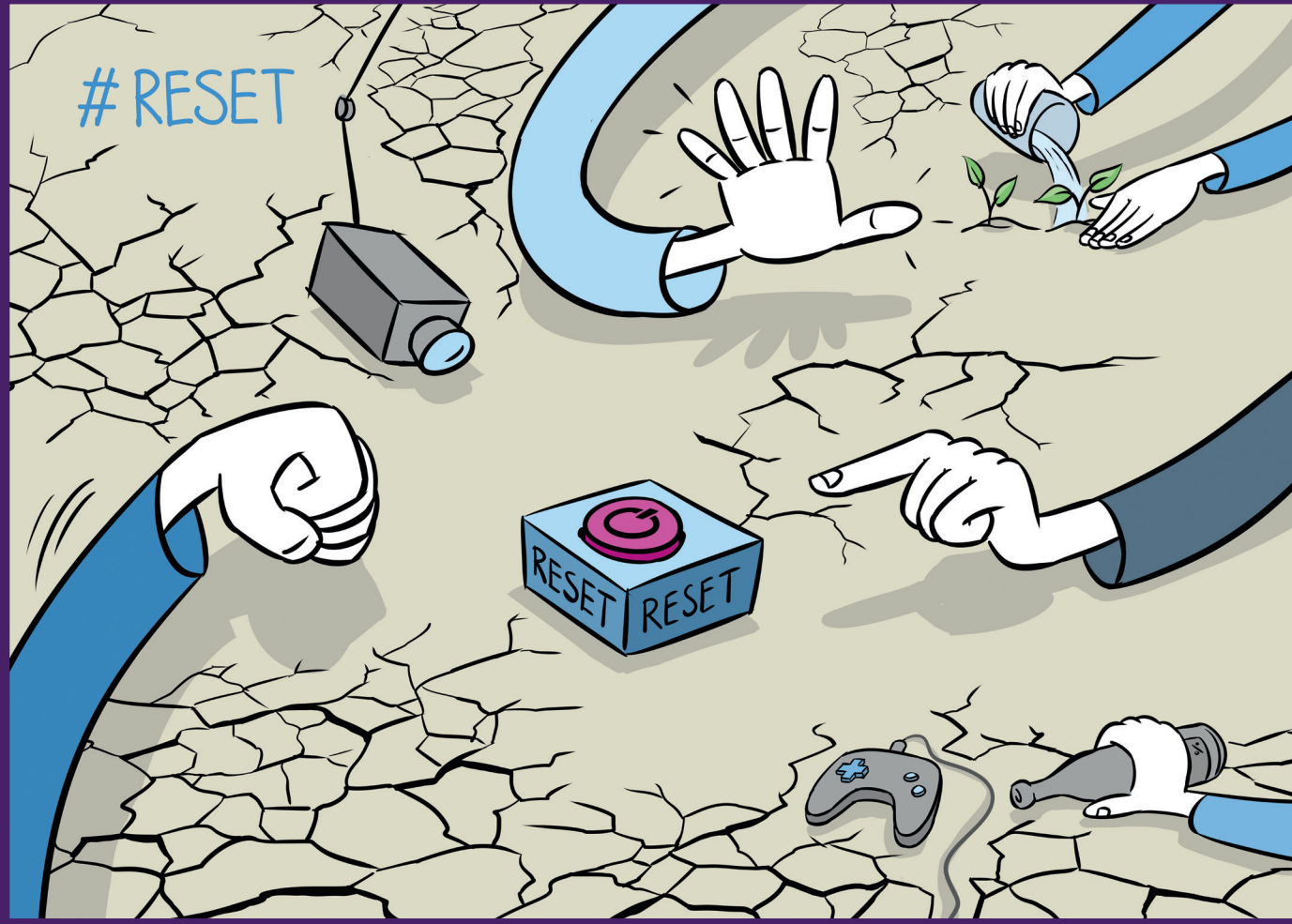
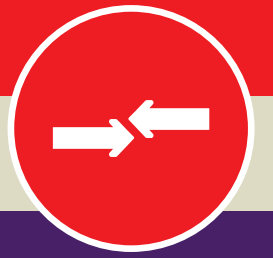




Scenario 3:

Digitalisation is taking place embedded in collective negotiation processes and democratic corporate structures. Agreements between the social partners make a decisive contribution to ensuring that technological change and efficient production methods go hand in hand with security of employment, good working conditions and individual preferences.





Scenario 4:

Digitalisation and automation lead not only to a dramatic loss of jobs, but also to the proliferation of precarious and inhuman working conditions. That gives rise to massive resistance and conflict, out of which new approaches to collective action and solidarity, as well as new economic ideas eventually emerge.

Expectations were high concerning Industry 4.0. But things have turned out differently.

Power and wealth are concentrated in a few hands.

The number of crowd-workers, who hire themselves out via platforms, continues to rise, which further increases the pressure on those still with permanent jobs.

Productivity increases have resulted in enormous overcapacity on the world market.

People feel that they have been abandoned to their fate.

Elections are won on promises to protect the domestic economy.

Unemployment in Germany has topped the six million mark. The negotiating clout of workers' representatives is increasingly being weakened.

A wide range of initiatives concerning mutual aid, exchange and securing a livelihood have gained ground.

They are still only tender shoots but they have a finger on the pulse of the times.

People get together, take things into their own hands and go out onto the streets.

