

Technological change, work and the human dimension

Technological changes are increasingly rapid and are deeply affecting the world of work. It is almost impossible to imagine what the jobs of the future will look like. It is not even possible to predict what jobs will be like in the next decade. This will undoubtedly affect the entire field of professions. Nor do we know what future university careers, new technical careers or training in new trades linked to new technologies will be like. Entire industrial and service sectors are likely to be dismantled. Millions of jobs will likely be lost. At the same time, however, new technologies will generate new forms of employment. Industries and services unknown to us in the present will emerge. We also expect a radical change in the way income will be distributed. Many will lose their current sources of income. But there will also surely be unthinkable possibilities of obtaining an income or a profit in activities that are currently implausible.

Many questions arise from the observation of this enormous movement of changes. On the one hand, questions related to the human capacity to adapt to new jobs. Reviewing history, we realize that human beings have been able to change their way of working, adopting new methods in relation to new techniques, new natural resources to exploit and new human capacities discovered in the process of adapting to work. But rarely have we witnessed such a great speed in technological and labor changes as today. This raises doubts about the possibility of an equally rapid adaptation on the part of people.

Adaptation will be difficult not only on the part of individuals, but also of the education systems that prepare them for work. Many questions also arise about the possibility of rapid economic adaptation. Entire flows of the economy will redirect their orientation. And it is possible that this will generate partial or total economic imbalances. Perhaps we will see unprecedented unemployment crises that will force unprecedented economic or social policy actions. Some are already being tested in practice. Others are being projected in the laboratories of economic thought and on the decision-making tables of politics.

A well-known example is that of the possibility of a universal income that allows offering a stable income for most of the population,

without labor compensation from the recipient, that does not manage to adapt quickly to changes or that will never have the possibility of working. However, such a measure, if it were generalized, would radically change the scale of values in the world of work. In a world where the technologies of automatic work will replace millions of human beings, the evolution of economic and social policy actions and their consequences on the human and ethical level are unpredictable.

In this issue of *Cultura Económica* we first publish the article by Manuel Basombrío "Technological change, employment and income distribution: some considerations" which offers the frame of reference for the entire volume. Along with this, we present the article "Remuneration of the care economy in Colombian households: an additional point in the annual salary negotiation tables" by Jahir Gutiérrez and Luz Mira that illustrates the discussion on new modes of remuneration in non-formal work activities. Likewise, closing the *Articles* section, we publish the research "Rationally resolving deep disagreements: towards a notion of concrete rationality" by Rafael Roca, which shows the way in which the new consensuses of the future could be forged both in the world of work and in other fields of common life.

Meanwhile, in the *Essays* section, as an illustration of the historical basis of labor culture in the Western sphere, we offer the text by Emmanuel Ginestra "Monastic culture before human nature: analysis of The Rule of St. Benedict". Likewise, we include in the same section, the essay "In defense of transparency" by María Marta Preziosa: a reflection based on the thought of the contemporary philosopher Byung-Chul Han on the practices of corruption prevention by States and companies that will surely acquire more and more importance in the world of work of the future crossed by sophisticated technologies.

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