



global action summit nashville

food+health+prosperity

Panel Name: Plenary Session 1 | Life in a Post-Employment Society

Moderator: Bob Castro, Founder, Bob Castro Strategies

Panelists: M. Douglas Meeks, Cal Turner Chancellor Professor, Vanderbilt University Divinity School

Jim Pugh, Co-Founder, Universal Income Project

Scott Santens, CEO, Patreon

Michael Tanner, Senior Fellow, Cato Institute

Time: Monday, November 14, 3:30pm

Location: Commodore Ballroom

Each topic in the Summit program is organized as a roundtable discussion with a cross-sector group of leaders and experts on the topic. The format is a “talk show” or seminar, with a moderator and four or five participants. The style of presentation should be conversational and interactive, rather than that of a traditional panel.

The goal is to engage the participants in a thoughtful, open, action-oriented exploration of the topics addressed in the Summit program.

The moderator introduces him/herself and the other members of the roundtable, frames the topic of the session. The moderator helps frame the scope of the challenge, identifies possible milestones toward success, and points toward challenges and opportunities. Overall, the moderator helps guide the discussion toward solutions and recommendations for action.

Each participant is asked an opening question that allows that person to make an opening statement on the topic that reflects that person/organization’s point of view and mission—how they are currently addressing the topic. In addition to providing the moderator and participants opportunities to outline what they do, the moderator then engages the group in discussion and exchanges among themselves.

We recommend that the moderator and participants use the following framework. The Global Action Report will use this same outline in summarizing the roundtable discussion.

Situation: the moderator frames the topic, referencing the SDGs, and using relevant background research.

Key Questions: identify key questions that will have to be addressed to find solutions and that will engage the expertise and experiences of the participants, e.g.

Challenges: identify and quantify challenges for the issue, using questions as substantive contributions to the discussion, not simply as a setup for answers

Opportunities: many of the issues confronting food, health, and prosperity strategies are problematic and challenging; identify hidden opportunities and disruptive approaches that can transform problems

Recommendations for Action: in concluding each topic, ask the participants to recommend concrete actions that can produce scalable, sustainable solutions for the specific topic

Some Facts & Figures on Health Relevant to SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- Global unemployment increased from 170 million in 2007 to nearly 202 million in 2012, of which about 75 million are young women and men.
- Nearly 2.2 billion people live below the US\$2 poverty line and poverty eradication is only possible through stable and well-paid jobs.
- 470 million jobs are needed globally for new entrants to the labor market between 2016 and 2030.
- Small and medium-sized enterprises that engage in industrial processing and manufacturing are the most critical for the early stages of industrialization and are typically the largest job creators. They make up over 90% of business worldwide and account for between 50-60% of employment.

SDGs addressed and their overlap:

1. **SDG #1 No Poverty** - End [poverty](#) in all its forms everywhere
2. **SDG #8 Decent Work and Economic Growth** - Promote sustained, inclusive and [sustainable economic growth](#), full and productive employment and [decent work](#) for all.
3. **SDG #3 Good Health and Well-being** - Ensure healthy lives and promote [well-being](#) for all at all ages

My narrative overview, “The WHY”:

While the just-concluded campaigns spoke to American job loss through Trade vs. Automation, the election result didn't resolve how to deal with the impact BOTH have on job creation/loss in the USA and the global economy. At a time when youth unemployment is high both at home and abroad, expectations are growing both for economic opportunities (i.e. jobs or business creation) AND meaningful contributions to their own societies, family well-being, and local communities. As younger populations rise in areas where traditional jobs aren't being created — and as aging populations (even those as young as 40) grapple with changing rules and skills gaps for the new economy — hope gives way to frustration. An unstable cocktail results, while populism rises, and radical extremism takes root.

*VUICA= Volatility, Uncertainty, Instability, Complexity, and Ambiguity (Show VUICA slide from Steppingstone Global, provided separately)

James Carville quote from 1992 Election Night, as shown in movie *The War Room*: “ There’s a simple doctrine that outside a person's LOVE, the most sacred thing they can give is their LABOR... Labor is a very precious thing that you have. And anytime you can combine Labor with Love, you've made a merger.... [Carville goes on to say] The harder you work, the luckier you are. “

Even in my daughter’s Montessori class, skills development tasks and lessons are called “work.” BUT WHAT WILL THIS WORD MEAN WHEN SHE REACHES THE LABOR FORCE?



Perhaps the last piece of major social legislation passed by a Republican Congress and signed by a Democratic President was the 1996 Welfare-to-Work Act (Bill Clinton/Rep. Shaw, officially the Personal Responsibility and Work Opportunity Reconciliation Act), considered a “victory” by both sides. Have we “evolved” so much in 20 years that the pendulum is ready to swing in the other direction, **away from job-based value and towards value-based work?**

Situation:

For the first time in history, increasing prosperity and productivity are decoupling from job creation, employment, and social progress. Indeed, as productivity and global economic prosperity have grown in recent years, job creation and wages, especially middle-skill, middle class wages have stagnated or declined. This decoupling of prosperity from employment has several causes, including access to global labor markets which disperses employment around the world, and the growing replacement of middle skill labor with smart technology and robotics. As Artificial Intelligence, IOT, robotics, and continued technology advances accelerate, high skill, high wage jobs will also be eliminated.

How can we prepare for a world of abundance and prosperity and a post-employment society? If increasingly large numbers of people at all ranges of skill are no longer needed to create the goods and services of the world, how will these people be engaged? What new roles can be designed for meaningful and purposeful life outside of the current workforce structure? How is prosperity distributed post workforce employment? What new forms of social roles replace those of employment/career in helping individuals achieve purpose and meaning? Does employment shift to

new forms of work that build communities, families, and repair/sustain the environment? Can a transition from the current state to a Universal Basic Income (UBI) be designed and implemented in today's world? Would the private sector, the public sector, or NGO sector provide the source for a UBI? Is a UBI a social benefit or revenue/salary for a new type of employment?

Analogies to Peace Corps and AmericCorps/VISTA come to mind, but proponents are talking about more than just a corporation for national community service or new NGO grant funding stream. We have a couple of them here today. But first, some facts and figures, and baseline questions:

Some GENERAL QUESTIONS based upon Facts & Figures on Health Relevant to SDG 8:

● Global unemployment increased from 170 million in 2007 to nearly 202 million in 2012, of which about 75 million are young women and men. [% population < age 30? < age 25?]

● 470 million **jobs** are needed globally for new entrants to the labor market between 2016 and 2030, ***if we follow the historical precedents and trend-lines.*** What if there is a better way?

● Small and medium-sized enterprises that engage in industrial processing and manufacturing are traditionally the most critical for the early stages of industrialization and are typically the largest job creators. They make up over 90% of business worldwide and account for between 50-60% of employment today, but will this trend continue?

● Nearly 2.2 billion people live below the US\$2 poverty line. Is it still true that poverty eradication is only possible through stable and well-paid jobs? Can micro-entrepreneurship and micro-franchising fill a gap? Are there scenarios where the "sharing economy" and piecemeal work, ad hoc communities of interest, and freelancing can effectively replace bricks-and-mortar at an hourly wage?

> Can developing economies in the Global South skip the historic continuum of Industrialization — just as many have “skipped a generation” of wireline phones to 4G cellular and look to electrify through distributed generating capacity — thus entering the knowledge economy, services & social sectors, and creative enterprise, without the pitfalls and environmental legacies of manufacturing and industrial processing?

> DeVry Univ Career Advisory Board reports: 2015 Job Preparedness Indicator Survey Results Suggest Narrowing Skills Gap, Especially at the Entry and Mid-Levels**. The key skills? All “soft” skills: Strategic Perspective; High Integrity; Global Outlook. These are not vocational/technical school re-tooling or “trade adjustment assistance” training programs. Nor are they these human traits easily engineered into Artificial Intelligence applications.... What does this mean for the future of trade and technical education, when one of the leading computer programming brands is highlighting this trend? **Instead of tolling the death knell of Liberal Arts Colleges in favor of MOOCs and Online Engineering Degrees, will we a counter-cyclical trend towards Humanities and Leadership skills training, and Creativity fostered thru STEAM instead of STEM?**

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http://careeradvisoryboard.org/public/uploads/2016/03/DeVry_CAB_summary_3.17.16-r4.pdf [pg 3]

Skills and Traits Demonstrating Gaps**

http://careeradvisoryboard.org/public/uploads/2016/03/DeVry_CAB_summary_3.17.16-r4.pdf [pg 3]

2011 2012 2013 2014 2015

Strategic Perspective High Integrity Global Outlook

*Note: Gaps were measured differently in 2014-15 than in 2011-13. In 2011-13, the commonality of a skill/trait was based on job seeker self-reports, while in 2014-15, commonality was based on hiring manager reports of candidates.

<ul style="list-style-type: none"> • Self-motivation • Ability to work well with others • Flexibility 	<ul style="list-style-type: none"> • Ability to work well with others • Flexibility • Technology skills 	<ul style="list-style-type: none"> • Work ethic • Self-motivation • Ability to work well with others 	<ul style="list-style-type: none"> • Adaptability • Written communication 	<ul style="list-style-type: none"> • Adaptability
<ul style="list-style-type: none"> • Business acumen • Interpersonal skills • Networking • Strategic perspective 	<ul style="list-style-type: none"> • Business acumen • Networking • Strategic perspective 	<ul style="list-style-type: none"> • Problem solving • Time Management • Communication 	<ul style="list-style-type: none"> • Written communication 	<ul style="list-style-type: none"> • Adaptability
<ul style="list-style-type: none"> • Strategic perspective • Global competence • Business acumen 	<ul style="list-style-type: none"> • Strategic perspective • Integrity • Global competence 	<ul style="list-style-type: none"> • Strategic perspective • Global competence • Business acumen 	<ul style="list-style-type: none"> • Strategic perspective • Integrity • Adaptability 	<ul style="list-style-type: none"> • Strategic perspective • Integrity

[MAKE INTROS OF ALL PANELISTS HERE]

AI/IoT/Automation: Opportunities and Challenges

David Krakauer, President of the [Santa Fe Institute](#), differentiates between **Complementary cognitive artifacts**, which extend human ability to reason about the world, amplifying what we are able to do (e.g. studying a map provides a spacial awareness that remains in memory even after the map has been put away) and **competitive cognitive artifacts**, which are analogues of what we do, with capabilities that often surpass our own (e.g. GPS audio instructions are undeniably helpful, but provides no spacial awareness, so signal is lost, so is the driver. Competitive artifacts create dependency or become a crutch as our own abilities atrophy. Complementary technologies enhance our cognitive functions, e.g. Minecraft... Legos... a piano.

"The golden rule of cognition and evolution is use it or lose it," notes Krakauer. Just as the horseless carriage had no need of a horse, a driverless car—has no need of a driver. In the future, we could find ourselves, both figuratively and literally, consigned to the back seat. How humans evolve, says Krakauer, will depend on which type of artifact tips the balance.

How does Krakauer’s insight relate to automation of work and the dignity of the worker? Can we create tools that enable greater productivity without supplanting the necessary human element or stifling creativity?

Q to Scott Santens: Please expand on the concept and evidence for “technological unemployment.” Scott, what are the major technological forces that lead some in Silicon Valley to foresee massive technological unemployment? How is this advance in technology different from other major tech shifts, as from horses to autos, etc? Why should we expect the emerging technology platform to make obsolete traditional employment as a way to create abundant goods and services?

Q to Jim Pugh: what is UBI—universal basic income? Why are tech leaders supporting this idea? How would such a system be designed? As a government program, or a private sector “shared value strategy”? How would it be funded? Would any type of work or service be tied to receipt of a UBI? How does it differ from existing grant or crowd-funding

Q to Michael Tanner: is a UBI realistic? What are the challenges to this approach? How do you assess the probability of technological unemployment? What are the personal and social downsides that you foresee if income is decoupled from traditional work?

Q to Douglas Meeks: Rev Meeks, the **value of work is cited in Scripture** (various religious traditions besides Judeo-Christian), both as a **means towards attaining the Divine and as a duty here on Earth in service to others. The Hindu Sanskrit calls it “Seva”**; from the perspective of Judeo-Christian ethics, is work necessarily a burden? Is there a potential spiritual benefit to an economic and technological revolution that changes labor into profession, or avocation into vocation? How could the meaning of a person’s life and the development of character be configured in a post-employment society? How can we have meaningful, self-disciplined lives without the constraints of “work for hire”? **Does this require fundamentally altering how we define “wealth” and how we measure “wealth creation,” much as Bhutan now measures “Gross National Happiness” as a global index?**

UBI: Questions, Opportunities and Challenges

1) Almost every career counselor begins this way: If you didn’t have to work for pay, or won the lottery, what would you do with your life if money were no object? Invariably, some people say “Nothing.” Others wistfully discuss their passions. Yet others get busy making their ideas into concrete activities and deliverables. How would UBI offer “freedom to create” while providing structure to those who might go the way of the infamous Peter and his neighbor in the movie “Office Space”?

2) Our whole system of taxation (both revenue for governing and incentives/penalties for certain types of activities) is predicated upon economic activity and employment. Even Value-Added or Sales/Consumption tax systems rely upon prior-century systems of pricing labor inputs, so accounting for Moore’s Law savings or IoT efficiency runs afoul of projecting tax revenues just as proposals like “Minimum National Income” increase federal outlays. Even in less austere times before budget sequestration, political will to change the tax code never reaches escape velocity — or got tangled in zero-sum OMB and CBO estimates, with or without “dynamic scoring.” How would you propose to account for — and either tax or rebate against — personal or impersonal economic activity in this new era, whether in the form of job, community activism as a volunteer, or creativity/intellectual capital created that informs, entertains, or increases overall public body of wisdom in a “Knowledge Economy”? How do you reward (or create a marketplace to factor appropriately) the value created by smaller/newer players in the global economy, who now have access to larger markets than before, or can bring specialized knowledge of their local cultures and marketplaces to bear for larger brands through Micro-Franchising or Value-Added-Reseller models? Should crowd-sourced funding be taxed as income at the same rate as individual salaries? Are multi-part-timers and self-employed still considered lost jobs, whether or not they are UNDER-employed at their current educational/skill levels? Much as tobacco avoidance both reduces “sin tax” revenues and promotes longer life, with

associated aging/end-of-life costs, the current revenue/outlay system wasn't built for our new economy's system of incentives and productivity vectors. What should we do?

3) U.S. Health Care system still relies heavily on employer-based contributions, even though ACA/Obamacare solved some basic issues. Is this a harbinger for how difficult it will be to extricate value creation from job/employer construct?

4) TIES TO OTHER SDGs = Redefining jobs in terms of wellness, not wealth: Innovations in food production/delivery — and improvements in health care outcomes — are challenging the traditional job-input/product-output equation. However, many of these gains have been driven as much by the marketplace and directed research as by pure innovation or scientific discovery, rarely by serendipity. You still can't fool Mother Nature; nevertheless, traditional growing season cycles and locations have been compressed while natural human life expectancy extends. Unfortunately, these are blunted by addiction and suicide rates that speak to a hollowing of meaningful purpose and moral compass within some individual lives — a tragic waste. In the Global South, Food waste exists alongside malnutrition, and increasingly in the hyper-developed Global North's urban "fresh food deserts."

Quality of life and work/life balance are *intangibles*, while disease avoidance requires measuring the economic value of a *non-occurrence*, one which actually comes with an outlay burden for public benefits (such as Social Security/Medicare) and private insurers/annuities, as life extends — creating at best an UN-measurable, or at worst a vicious cycle of perverse incentives. If healthcare becomes de-coupled from employer-paid insurance, is it also possible to give nutrition and wellness a POSITIVE incentive in a post-employment society? Or are these subject to Newton's Third Law: For each Action, there is an Equal and Opposite Reaction?

CHALLENGES AND OPPORTUNITIES: WORKING LIST [KEEP IN BACK POCKET TO RAISE AS FLOW OF DEBATE EMERGES, PLUS OTHERS THAT COME TO MIND IN DIALOGUE/Q&A]

Challenges: Some challenges raised by the concept of Universal Basic Income, or other "decoupling" of income from work, include, according to Eduardo Porter, NYT, 6.1.16 Business Section:

∅ Too costly: \$10K to every US citizen would amount to a new expense equal to the total tax revenues currently collected annually by IRS—do people want to double their federal taxes?

∅ Silicon Valley projections of making 80% of the adult workforce unnecessary are fantasies: despite a continuing decline in male employment in prime 25-54 ages since the 1960s, still 8 out of ten prime working age Americans are now working (but this is a replacement of men with women, not the impact of IT per se....)

∅ UBI divorces assistance from need...current welfare programs connect assistance funds with specific needs, which is presumed to be more effective....

∅ Disincentivizes work

∅ Social/Psychological Damage: without work, people have no reason to be self-disciplined, to be motivated to do things, and lose the external framework/compulsion to develop a sense of meaning and purpose in their lives

Opportunities: many of the issues confronting food, health, and prosperity strategies are problematic and challenging; identify hidden opportunities and disruptive approaches that can transform problems, including, perhaps, the following opportunity paths--

∅ Create a more humane society in which people “work” for intrinsically motivating purposes, rather than the extrinsic motivation of “work-for-wages”, e.g., enabling more people to do what they love, rather than do what they must in order simply to survive

∅ Reorient personal meaning and purpose around contributions to family and community, rather than being tied exclusively to work-for-wages

∅ Opportunity to redefine the concept of “full and productive work” set as the goal in SDG8

∅ Creating more opportunities for more people to experience what psychologists call “flow experience”, the enjoyment of activities pursued for their intrinsic value—another word for “flow experience” is happiness, hence making the values of life, liberty and the pursuit of happiness available to everyone

∅ Increasing the efficiency of financial networks to distribute resources, goods, and services to the point of need at the right moment, i.e., “uberizing” investments and the goods and services created

∅ Implementing Porter’s idea of “shared value,”, i.e., using the private sector to create the scalable solutions for today’s grand challenges.

Recommendations for Action: in concluding each topic, ask the participants to recommend concrete actions that can produce scalable, sustainable solutions for the specific topic