



Inclusive, empowering work & societies

Mary felt proud as she looked at the words above the community hall: “Better, not more”, they read, representing the global adoption of the “Beyond GDP measures to more holistically guide humanity.”

That day the local community hall had been filled with citizens. Many were there physically, others virtually. The communal activities for the next 6 months had been decided on by all and checked against their contribution to social and environmental sustainability. The community had also received feedback from the national sustainability board who were planning the public budget for the next year. Each community had a right to learn about the social and environmental impacts of public policy, and the authorities had to listen to the feedback received.

“These co-determination sessions are so vital. We are all included, from the towns, to the villages, the young and the old” she thought as she packed up to prepare her scheduling session for the next day.

Mary is an innovation engineer, and for the next year, she is the one who sits with other workers and their union, the public authorities, NGOs and corporate boards to plan the work schedule. Small tasks and longer projects are mapped out, and workers from the community can bid on them. She likes the fluidity this entails as workers can change workplaces, tasks and continuously learn. The union is important, it brings workers together: those who wish to work in multiple workplaces and those who prefer to engage in longer projects. The union can help people find jobs to bid on, and can suggest training and outplacements to boost their employability. The public and private interests are represented together, and all must provide environmental and social impact assessments. Mary explains:

“A company had developed a new and faster AI process that would boost our water management. But the impact assessment showed it would do away with a certain number of people’s jobs. The Ethics and Substantiality Board had been asked to join the scheduling, and whilst the scheduling team approved the new process the company was asked to pay displacement tax so the workers could be retrained and the old AI re-deployed either to other regions or abroad. Mary was pleased with these new rules that broke with past problems with long-term patents for medicines. AI would become public domain after having served a number of years in its primary function.”

A central register keeps tabs on who works and studies on what, and the union helps to connect with other co-workers and AI/robots so the aggregate outcome of the community activities achieves communal goals. No worker is allowed to work more than 20 hours a week on average. Citizens have a learning duty that could be formal training or outplacements at other work places. This must amount to at least 10 hours per week. The remaining time is free time, which can be spent volunteering or doing whatever each person wishes.

Mary has asked to work more for 4 months, so she can spend her saved free/volunteer time to go abroad to help where she can. A region had just earned the right to their own data, and big virtual public data libraries were being created. Mary looked forward to spending her time teaching school children, citizens, authorities and companies how to use the data banks, and how to report the social and environmental impact of what they were using it for. Mary knows there is a lot to do. Changing the focus of a whole region away from short-term economics to the Wellbeing metrics is challenging, but rewarding. But she knows the result on her own life, and would never turn back.

Morten Clausen, Policy Officer Finance, UNI Europa

Christina Colclough, Senior Advisor, UNI Global Union.

Dr. Christina J. Colclough

Senior Advisor, Communications – digitalization, trade & climate change

UNI Global Union

Mobile: [+41796822890](tel:+41796822890), Tel: [+41223652181](tel:+41223652181)

christina.colclough@uniglobalunion.org | www.uniglobalunion.org | Twitter: [@cjcolclough](https://twitter.com/cjcolclough)