

# Workshop „The Future of Work 2050 – Implications of the Scenarios by The Millennium Project“ Results Report

Workshop at the futures conference „Huddle – Future Studies – 2017“  
at Free University Berlin, on 15.07.2017

German Node – The Millennium Project – Cornelia Daheim & Christian Schoon



Photo by Leonard Ole Hermann Higi

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\*All images made by **Leonard Ole Hermann Higi**

# Workshop Objectives

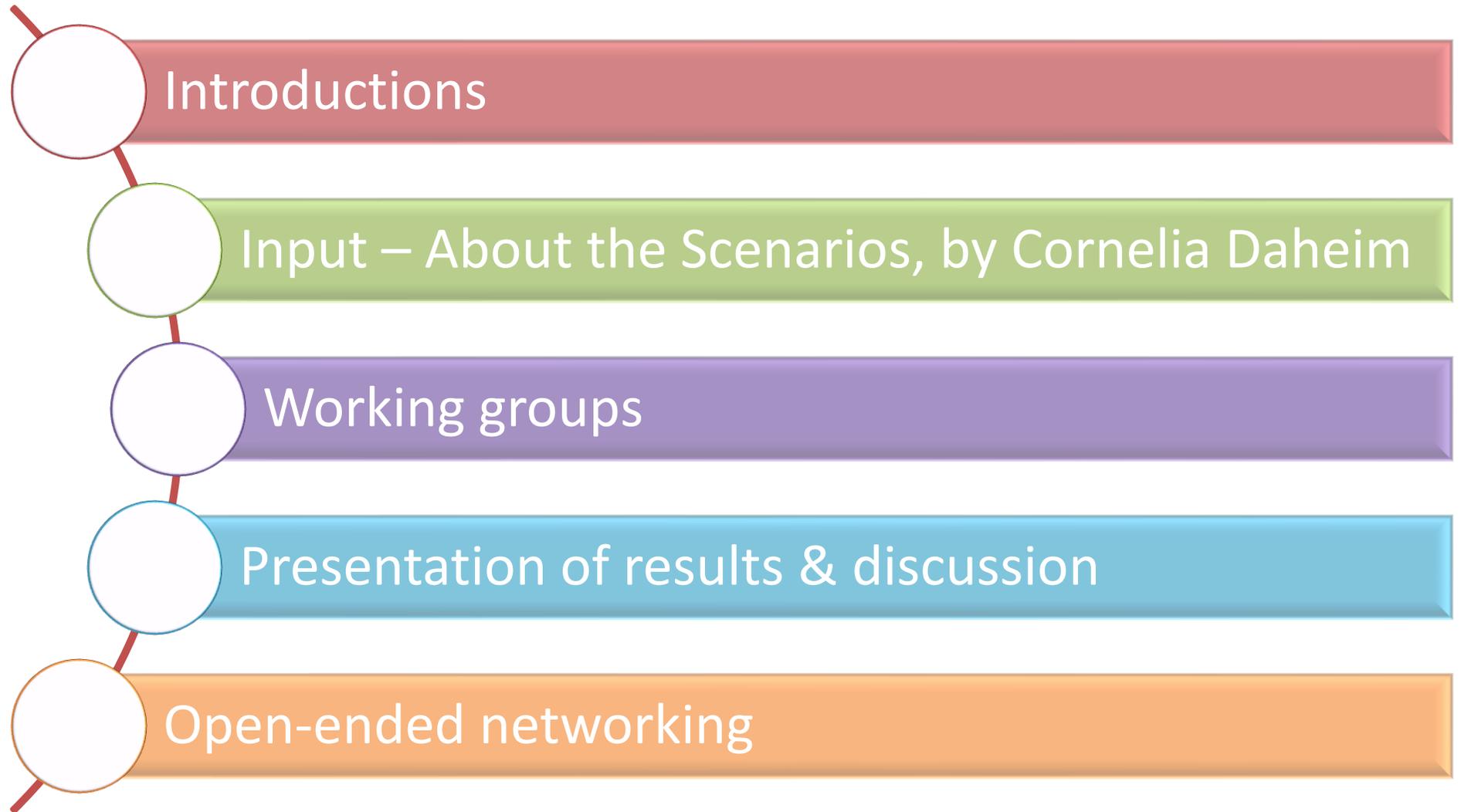
## Why Discuss the Future of Work?

**Background:** On the basis of the delphi-based scenarios „Future Work/Technology 2050 – Global Scenarios and Strategies“ by the Millennium Project, published in State of the Future and the German study „2050: *Die Zukunft der Arbeit. Ergebnisse einer internationalen Delphi-Studie des Millennium Projects*“ we aimed to discuss perspectives of the future of work with futurists-in-training, their lecturers and other professionals from a range of different businesses. We hoped that participants would reflect upon their opinions and knowledge on the topic of the future of work, and that new insights would be transferred into their daily thinking and business decisions. Results will also be fed back into the global project and study.

The workshop was instigated by the chair of German Node, Cornelia Daheim, and the coordinator of the master-degree course “future studies” at Free University Berlin, Sascha Dannenberg (special thanks to him for making this event happen). Together with students of the master-degree course „futures studies“, they organized this session. The student volunteers were in charge of facilitating the working group – for them, it was an opportunity to learn how to create, organize and facilitate such a workshop – many thanks to them for making this possible.

- Our main goals for the workshop:
  - **Initiating and enabling a discussion with a long-term-perspectives on the future of work**
    - Networking, new perspectives and exchange of knowledge and opinions.
  - **Developing images on the future of work**
    - The objective was not to produce exact pictorial predictions, but more to actualize the a range of plausible images regarding the future of work!
  - **To gain insights that can be transferred into the daily work of participants and their institutions.**
  - **Bringing students and professionals in touch with one another.**

# Workshop Agenda



# Frame of Discussion & Guiding Questions

- Participants addressed five operation systems:
  - Science;
  - Education;
  - Politics;
  - Economy;
  - Society
- The operation systems were divided in eight groups with 6-8 people and one facilitator.
- The participants adopted five perspectives to discuss and revise the operation systems. The five perspectives were: framer/designer, affecter, measures, requirements, events.
- The two extreme scenarios built the frame for the discussion.
  - Political/economic turmoil – future despair
  - If humans were free – the self-actualization economy
- For both scenarios, some development factors were given.
- The main questions were:
  - What must happen in order for the scenarios to be realized?
  - What do the actors need to do to realize or to stop these scenarios?
  - Which events are able to happen in the development of the scenarios?



# Impressions



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# Results I

## The discussion-frame worked well:

- It was challenging to keep the participants discussions within the frames of the chosen operation systems.
- The five perspectives were helpful for the participants to take a positions in the discussion.
- The two scenarios as a frame worked well and gave the participants secure in develop as well as in scenario thinking.
- The framing gave participants orientation with a new or unknown topic.

**Important:** The discussion were dominated by a gap between academic and practitioner way of thinking. On the one hand, there are theoretical concepts as a background of developing pictures for the future and on the other hand, we have quite practical questions by the practitioners, who are confronted with daily business and the questions of how to handle changes in their organizations. Both sides need to find a common space where they are able to meet and develop synergetic solutions for themselves and for society.

**Important:** For the following results it is important to keep-in-mind that the insights are not always exclusive to just one of the operation systems. Many of the points are more general in nature, thus it is possible to list some of them under other operation systems.

## Cross-cutting-issues (central topics out of all discussion groups and both scenarios)

- We need to develop an actual and renewable term of work with new contents, items and purposes.
- There is a need for more empathy for individuals and also in society, economy and politics.
- Development of personality will gain increasing relevance.
- The identification about / with work is yesterday and today, the identification with what I am and what I do is tomorrow.
- We will move from a service- and knowledge-society into a learning-society.
- We will need a crisis for initiating a point of change.

# Results II

## Society

- People will need increased possibilities for participation and social activities, especially in cases of high „unemployment“ due to automatization.
- Society needs to develop new forms of discussions about future developments to prepare for a new era (e.g. an era of robots or perpetual change)
- In a time where work and money cease to exist in the form that they do today, people will need to find new ways to find ‘purpose’.
- Working for money also creates a so-called ‘purpose’.
- Western cultures may want to learn from indigenous societies which hold a completely different definition of work.
- We should always keep in mind that people want to live in friendly circumstances within nice working societies.

## Economy

- Re-organization of companies in the early 2020s.
- Regulation of the finance system, especially of bubble-systems (such as) real-estate.
- Freelancing will become a base-model of work-organization.
- Economic protagonists need to think about a way into a post-capitalism-era.

## Politics

- Taxes needs to be redirected towards disadvantaged society-members.
- It´s the responsibility of governments to initiate discussions about unconditional basic income with different protagonists of society, economy, science and education.
- Together with agents of economy, governments must discuss a system of regulation or deregulation of companies, especially in the finance sector and for huge concerns to secure society for economic disbalances and crisis.

# Results III

## Education

- Education will be a critical factor in achieving positive developments, it needs financial support from politics and/or the economy.
- Competences in self-learning, media, communication and digitalization will be a must.
- Education and school system must open their structures to create free spaces for creativity and new ways of thinking and learning (especially in Germany).
- Knowledge-management in free contexts instead of conditional learning and institutional education.
- Sometime around 2040, institutional education may become a relict of the past.
- Applications will no longer need certifications.
- Education providers will need to teach communication and rhetoric skills.

## Science

- The gap between the working class and the rest of society is widening.
- Science must find a way in a digital era, especially in Germany and in other countries with old and traditional structures.
- Because of traditions and dependence on history, weak signals will not be seen by protagonists.
- „Combats“ between academics and politicians about what is right and what is wrong – struggle about interpretational sovereignty.
- Science must take place in open space of society.
- Science must become transparent.
- Science needs creativity in research-designs.
- Conceptual thinking in science, and especially in institutional science, is too complex and requires too much time. However, the relevance of science is extremely large, as it can deliver pictures of how the world works and how we humans are constituted. If we give this responsibility to protagonists without honorable interests, we will increasingly face problems, and in some cases we already have them.

Thanks to everybody who made this event both possible  
and successful.

## Cornelia Daheim & Christian Schoon

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# Annex: Participants & Facilitators

NAME	PROFESSION	NAME	PROFESSION
Albert, Bernhard	Foresight Solutions, Foresight-Consulting	Neuhaus, Christian	Futuresaffairs
Brandenburger, Hendrik (Facilitator)	Student	Ollenburg, Stefanie	Freelancer, Communication-Design & Foresight-Consulting
Dannenberg, Sascha	Freie Universität Berlin und Millennium Project – German Node	Popp, Reinhold, Uni.-Prof.	e.g. Freie Universität Berlin
De Haan, Gerhard, Uni.-Prof. Dr.	Freie Universität Berlin	Priebe, Max	FH Potsdam, Sociologist
Diermeier, Bernhard	Freelancer, Foresight-Consulting & Kite-Surfer	Robiné, Stefan	Deutsche Welle, Journalist
Dijkstra, Ger	Huygens	Rössing, Torsten	Ewald & Rössing, crisis management
Doberstein, Jutta	Deutsches Theater Berlin	Schattermann, Sam	Commerzbank, Transition Manager
Fernado, Gialdini	GFK Verein	Szugfil, Lisa	Futurium
Fritzke, Konrad (Facilitator)	Student	Veiel, Andreas	Deutsches Theater Berlin, Regisseur
Hubel, Nikolas (Facilitator)	Student	Villies, Kathrin (Facilitators)	Student
Keller, Christoph	Aventure, Foresight-Consultant	Villwock, Bernd (Facilitator)	Student
Korn, Jonas (Facilitator)	Student	Wagner, Anja	Freelancer, Education & Digitalization
Krenz, Leon	Freelancer, Journalist & Trend-Researcher	Walter, Jörg	Freelancer, Foresight Consulting
Moser, Christina (Facilitator)	Student	Wietfeldt, Doris	Freelancer, Mediation & Facilitating & Coach
Männel, Luisa	Deutsches Theater Berlin, Autor & Web-Design	Wostyn, Jan	Hutong School, CEO
Müller-Girod, Fabian	Fontys University, Innovation Centre	Zwiers, Jakob	IZT



# Annex: Images of Results

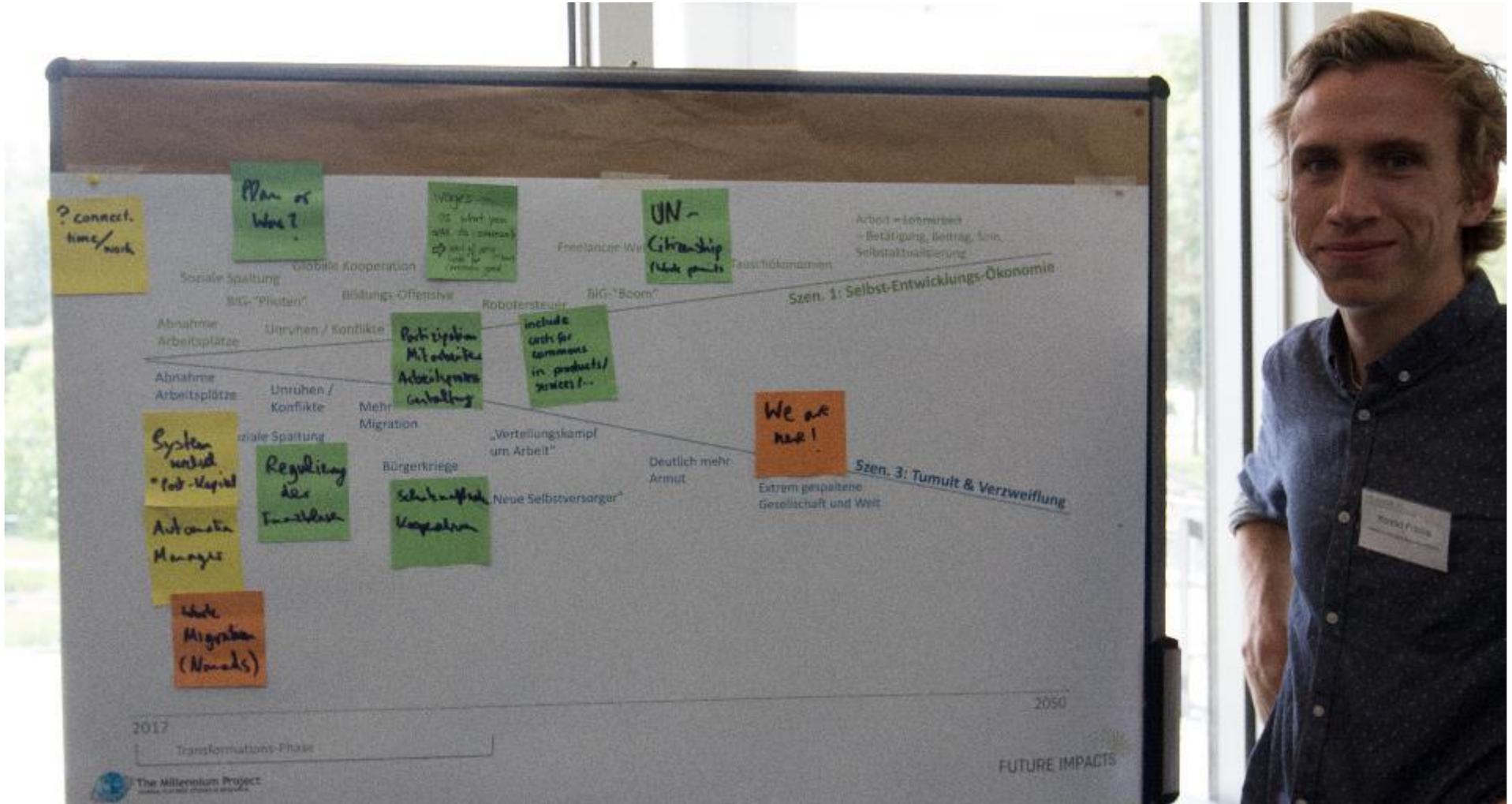


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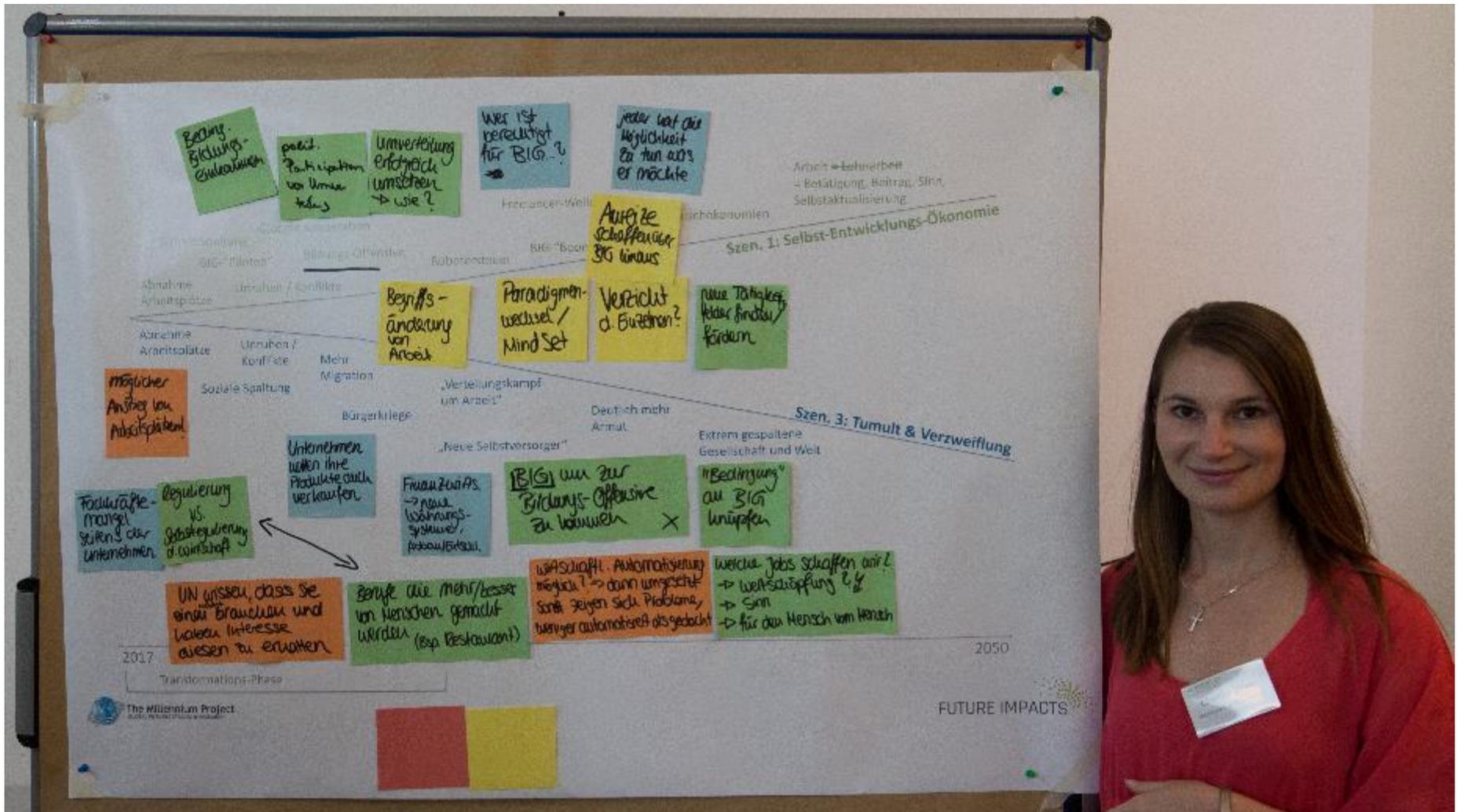


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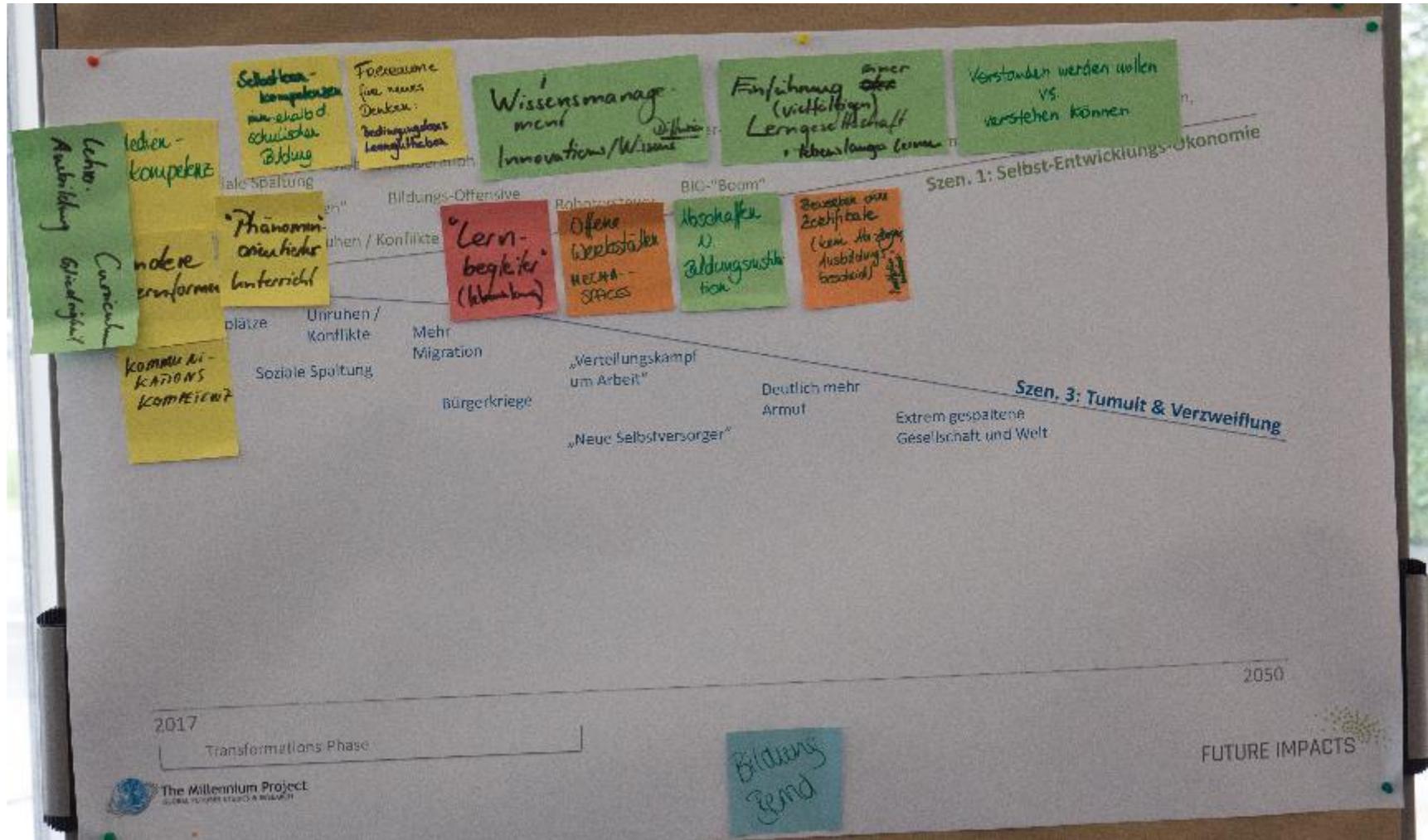


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