

Presentation by Father Justinus C. Pech OCist, German CAPP group

The German CAPP Group prepared some insights for our conference based on a long discussion on a special workshop in Frankfurt. We heard it today that we are ahead of a tremendous amount of changes first on the technological level, but this has strong implications on the working environment, the society and every human being. We can already recognize and prove it on a scientific basis that kids develop other brain structures – as a result of being a digital native.

As the oldest global player with 2000 years of history the catholic church has to be the – so called – non-governmental organization which leads the discussion about this technological revolution and their impacts on all humans. In this short summary the German CAPP group likea to present the most important topics of our discussion and we hope that we can contribute a bit and bring this important project forward to help the CAPP and so Pope Francis and the Church to be the opinion leader to this ongoing intellectual discussion.

Our perspective is based on three level approach. We divided our presentation into the makro, the meso and the micro level.

A. The macro level

- a. What is the correct price for a working hour? It seems to be an old discussion, but is still very important. How can someone (father or mother of a family) earn enough money for a family with two kids: Only in 12 out of 30 of the most important working class professions someone can earn enough money to sustain a family in ten years' time from now.
- b. Help for formation: The state has to find solutions to bring the digital knowledge forward. This does not mean a state paid minimum income. The focus should be on a clear formation concept for the people in work. Motivate them to form themselves.
- c. In Rerum novarum Pope Leo XIII formulated ideas of a partnership and participation of the employees in the government of a company. This will not function any longer in the future here we have to develop new ideas and insights.
- d. The dream of a new working environment. Since the 70s we need in 68% of all jobs a college degree. It goes within the lines of the social teaching of the church that every human being has to get the chance to develop his and her full potential. In the nearest future employees are no longer necessary in most of the production lines. For those workers we have to define a clear working vision. (Even if the market will find a new market equilibrium, in the long run we are all dead.)
- e. As we have seen in the US presidential election and the Brexit decision in Britain: the means of the digitalization can influence the result of general elections. The great advantage of the church is, that our perspective onto the world is a different one. The type of catholic thinking helps to see upcoming developments and here the role of the catholic church should be to initiate, lead and structure this discussion about the ethics of digitalization. This is the new upcoming topic.
- f. Our perspective should focus on the losers of the age of digitalization.

B. The meso level: new working forms

- a. New forms and understanding of the management formation. The aim should be to focus on the principals of the catholic social teaching. Here the church in all its parts should be the platform to focus on the principal of personality. This is the place where people can develop and focus on their talents together with other people. Here the digital natives could express their solidarity.
- b. The formation of the employees is an important topic. Companies should take their responsibility of a durable formation instead of only looking for new digital natives outside the company.
- c. Focussing on dialog. Following the approach of Pope Francis to go beyond and get in touch with those who are outside of the church, this will help the church to find new forms of communication, especially in this technological revolution. Only via dialog we can reach the people.
- d. A problem in the digital age can be this 100% transparency. When everybody knows everything or at least „a big Brother“ this can have a strong negative impact on the society.
- e. The church can be an ethical filter, a kind of platform to discuss ethical relevant issues in times of digitalization even on the meso level.
- f. Restructuring of the market economy. Companies like amazon tend to dominate the market as a king of monopolist. This is bad for the development of a healthy economy. Here the catholic church should argue for a kind of international control.

C. The micro level: Formation/ Talent development/ Training

- a. The Catholic Church should focus in the future on the talents and be a kind of talent formation society in all its parts. When we start in the catholic schools and universities the leading organization in the formation of ethical inspired technological talents the church will be a new point of reference. Maybe it can be found a new kind of school which helps to develop this aim.
- b. The responsibility of a single person working in the data programming industry is much higher than ever. Just thing of the programming of self driving cars and how this computer should “decide” in a difficult situation.
- c. Here the principals of the catholic social teaching are very important. Personality, Solidarity and Subsidiarity are more important than ever. In the discussion of the future working environment they can add a high value contribution.