

International Journal of Human Sciences Research

**“TOWARDS THE
CIRCULAR SOCIETY.
THE WORK BANK:
REGULATING THE
WORK FLOW
EFFICIENTLY AND
GAINING QUALITY OF
LIFE IS POSSIBLE”**

Aurora García-Jove

All content in this magazine is licensed under a Creative Commons Attribution License. Attribution-Non-Commercial-Non-Derivatives 4.0 International (CC BY-NC-ND 4.0).



The society of justice and equity is imminent.

We stand on the shoulders of giants, we build solid organizations and century by century, we seek accommodation in a modernity under construction.

There's less left, just need to finish it.

Certainly, it has been a long journey, in which together, communication and difference shaped the institutional and systemic reality of the West and fostered the progress we know.

Only one last twist is missing and, for this, nothing better than the *modus operandi* of society.

This work is based on the work of the sociologist as an observer and argues for the paradoxical absence, at the core of the economic system, of a functional structure, hereinafter Banco de Trabajo, which is crucial, and whose lack is causing the strangulation of a good part of the population: according to data from the 2021 report published by the World Inequalities Laboratory, only 10% hold 76% of the planet's wealth.

If we want the respectful development of all social systems, of all society, under the omnipresent philosophy of the free market, it is necessary that the economic system be complete.

It is not viable, at this point in history, to expect a part of the participants to remain subordinate to the interests of the others.

This should sound as old as the feudal society, or the slavery of yesteryear that today hurts sense and social sensitivity.

This work also reasons what would happen if the Work Bank existed: a sustainable and circular society.

Unraveling this imbalance is in our hands.

Let's take a brief look at what we've done so far.

The political and economic systems have been negotiating working conditions hand in hand.

From the environment, the workers go to the economic system, of which they are not part, to sign a contract that will allow them to participate in the productive framework of a company. The same one that puts a price on this relationship.

Before, the political system negotiated its contractual conditions in terms of weekly hours, permits, sick leave, vacations, types of contracts, dismissals...

A triangulation takes place: economic, political and personal; that far from strengthening the worker's position, it only succeeds in weakening it.

It turns workers into a vulnerable group that remains helpless while others decide on their behalf.

They continue to configure, in the words of Marx, an "industrial reserve army" that should sound stale, if it were not for the fact that it still maintains a certain consistency with the behavior of archaic practices.

When it needs to, the industry looks for workers in a crowded and scattered sea.

The group of workers suffers from a problem of disintegration that curiously does not respond to the *modus operandi* of a human society that is gregarious by nature.

Its events have not followed the principle of autopoiesis (metaconcept that transcends biology and fulfills the function of serving as a worldview) of Humberto Maturana.

It has not been self-generated or self-fed, and for this reason, it has never been consolidated as an autonomous social body (as an organization or system).

This singularity is the cause that only accentuates causing suffocation in the environment and strangulation in the minds of people.

Unemployment, social exclusion and poverty that subject many lives to misery.

No other system is going to sponsor this advance.

As if that were not enough, there is only one place from which it can be undertaken, as we will see: the environment.

The convenient positioning of workers as a Work Bank within the economic system is the purpose of this work.

It is at this point that reason, or rather inertia, would lead us to think about unions.

In a study recently published by the University of Oviedo and entitled: "the Spanish system of labor relations at the height of the 21st century" experts in this field affirm that the unemployment figures, which cause economic crises, cast doubt on the efficiency of unions: trigger a drop in membership that affects many countries in our immediate environment and reinforce the business position.

From many sectors, as we know, it is considered that the union and the conflicts do not fit into the new social and economic context.

Unions are instruments of the political system with which they share meaning, operations and communication. Its nature is political in all cases.

They lack autonomy and their development is determined by the development of the political party to which they belong.

They bemoan their bargaining power and then blame the individualism that liberalism breeds. In short, a return that leads us all, inevitably, to the starting point, to groundhog day, to make the partridge dizzy, to the punishment of Sisyphus or, however it may be, to avoid taking responsibility for its ineffectiveness.

Unions and politicians have not resolved, because they cannot, the perpetual structural disadvantage of wage earners and insisting on squaring the circle will only tighten a rope that is already very frayed from so many tug of wars.

The Workbench will be born where all the

systems are born.

It has to take its roots in the environment.

Only this way..., their autonomy will be guaranteed.

According to Niklas Luhmann's systems theory, only as an autonomous system can autopoiesis occur that predisposes it to continuous development.

This contingency has not yet occurred.

Are workers willing to continue allowing political representatives to mediate in their labor issues?

The Work Bank has not been born but it already has a history.

Nobody expects it, but it already has a memory that gives it consistency.

It might not rise in our time, but even if it did, its remote juncture is worth contemplating.

It is a necessity to clamor for an alternative in view of the economic and social nonsense we are going through.

It's enough! to settle for remedies from another time and not propose new semantics, new meanings and new lives.

They will wonder: how to build it and why now?

Well then, making a Work Bank possible requires an initial effort from the workers to communicate in the environment, share experiences and unite over their differences.

Only this way can they establish basic and unwavering requirements that guarantee the proper performance of their functions, and salary that makes them compatible with life.

Only this way, people will also be able to attend to matters, equally important, from the tranquility of orderly and conscious access to work.

And about why now, in the 21st century

The technological revolution that has reduced the barriers to global connection and cooperation, fosters developments in other areas, and allows realities in tune with the friendly complexity of our mobile phones.

New forms of communication that accelerate and strengthen the relationships of individuals with the purpose of meeting and producing new structures, on which to base a renewed economic system, that makes possible the participation of all men and women in the development of a society. effectively democratic, collaborative and circular.

Workers today have a friendly environment (they lacked it at the beginning of industrialization, and this explains the reason for the situation that we have been dragging up to the present), they also have efficient technology that they handle every day.

So they have where and how.

The wage earners are the who.

Being part of the Workbench will mean knowing the meaning, the semantics and the operations that make it possible.

They will access a tree of functions according to their abilities, in tune with the needs of industries and society, fostering a whole network of professional categories at their service.

In four points I will tell you what its development would mean, in terms of its operation, in its relationship with companies, in what would be the new reality of workers and in their heritage as participants in this framework:

. The Work Bank will be a functional structure with a purpose: to contribute to the development of the circular society.

Like all systems, it will always be aware of the environment, but its decisions will be motivated by the operational closure of its internal processes.

These processes will make possible a constant supply of employment that will only attend to a rigorous and public order to register workers.

It will be an agile and faultless system in which the Work Bank will draw up the

contract that the company is going to sign, by which the provider of the work commits to the development of a function in exchange for a predetermined salary.

It is an organized supply of work that does not obey clientelism, privileges, contacts or any other device of social closure.

Workers will adapt their job to their life, they will leave it when another more important dedication comes their way and, fundamentally, they will enjoy the tranquility that equity and social justice provide.

Issues such as vacation periods, retirement, leave of absence, illness, holidays or flyaways; In the same way, they are resolved by the worker from a global work system.

The Job Bank will support these times and others, in which the worker will leave, temporarily or permanently, the labor market but will never, never leave, the Job Bank.

. The companies, for their part, will adjust their workforce based on the different production periods, reducing and increasing it, without addressing the issues of their operators.

The flexible accommodation to the changing circumstances of the market system will allow adaptations without burdens that will make possible new and greater advances.

Unimpeded recruitment will produce a more dynamic industrial landscape in which companies and workers will contribute unequivocally.

All of this will undoubtedly result in greater wealth and a better distribution of it.

They will then wonder how they will maintain their own circularity if the workers are not necessarily continuous.

How to ensure that your know-how is not lost.

Companies will have to adapt to a new dynamic.

By then, they will already know the importance of fluid and inclusive

communication with workers once inside their organizations.

Work will have a new value and together, company and worker, will find a way to promote, with their labor conjunction, unprecedented productive efficiency.

The effect will be a new reality for workers

From now on, the decisions of the workers, until now non-existent, will take shape.

It will only be the first step, but this will de facto make them an important verification: their ability to decide within the economic system.

The worker's ability to decide within the economic system is the reason for this proposal.

It is a before and after, it is the turning point that will unfold a new way of understanding society.

Internal communication will be the architect.

It will not be a fight, a confrontation, or an uprising.

Communication is the way, and the way will be a new system at the service of society.

. Your participation will count

Banco de Trabajo, as an entity within the economic system, will invest in socially responsible business and industrial projects, through the most efficient mechanisms available in the financial market, and its yield will increase the accounts of its members.

Together with companies and financial institutions, it will contribute to channeling a sustainable and mighty economic flow.

This current will irrigate the finances of all those involved in the economic system.

They will share, as never before, the benefits of economic prosperity in years of fat cows and together, they will manage to tackle the damage in lean times.

The worker will know the movement of his participation account within the Work Bank at all times: personal patrimony with which

he will count to design the management of his work schedule.

The workers will therefore be self-sufficient and meet their needs without becoming a burden on another system.

The sustainability of the circular welfare state will be a fact, and the always optimal maintenance of social services will become a new reality.

As the owner, and in the same way that would happen with a bank account, it will correspond to his heirs to receive the undrawn balance.

To conclude this presentation, the Workbench should not be understood as a happy or pretty idea, but as a huge effort to produce one more functional device, at the service of society, from which workers will sit down to negotiate.

It will come to structure a new experience within the economic system:

new materials, new methods and new objectives will come to light when monetary interests are no longer the only protagonists.

It is time to close the circle of modernity and complete a new landscape of decisions that does not tolerate economic, environmental or social injustices.

As we have seen, we have the where, the how, the who and the why of this proposal.

The where is the environment, the how is the communication that new technologies facilitate like never before, who is the employee and why is the circularity of a society that has all the elements of balance.

As for when, this one is going to need... initiative.

It may be now or in a hundred years: in any case, a matter of decision.

In the words of J.R.R. Tolkien:

“All we have to decide is what to do with the time we are given”