



NEW TECHNOLOGIES AND THE TRANSFORMATION OF HUMAN WORK

by JULIAN A. DE DIEGO - *LA VISIÓN DE LOS LÍDERES 2025*

Exponential technologies replace and eliminate human work, but also create new jobs and even new arts, crafts and professions, with the impact of computer science, robotics and automation, and generative artificial intelligence heading to creative artificial intelligence.

Nothing and nobody can get out of the cross-interaction of applied sciences related to automation, enhanced productivity and efficiency, and particularly competitiveness, which knows no boundaries today.

Going paperless thanks to IT, distributed workforces as a result of Working From Anywhere approaches, changes caused by algorithms and applications, remote teams where workplace location knows no boundaries as long as there is an Internet connection and globalization, depersonalization at work, diversity at companies, organizations and clusters in the private, public and public-private sectors, have created a new real setting where results are measured and tasks are assigned accordingly.

Labor and Employment Law is imploding, undergoing a paradigm shift that forces legislators to overhaul the regulatory framework, which is essential to provide legal certainty in an unsettling and uncertain environment.

Need for Reform

It is worth mentioning that the model of the Employment Contract Act (dating back to 1975), which was passed when fax machines did not yet exist, is not helping promote employment, whose rate has remained the same for the last ten years with around 6 million registered employees in the private sector.

In addition, the National Employment Act (1991) and the measures taken to fight the informal economy utterly failed as unreported work has doubled since this Act was enacted. Today unreported employment accounts for more than 50% of human work in general.

Those who let themselves get caught up in and overwhelmed by diagnoses, analyses, and remarks will be automatically left behind and become innocuous or ineffective observers.

We are referring to those who are in office, holding a position of authority and responsibility in the government according to our National Constitution, and who are systematically failing citizens who demand efficiency and quick reaction to change.

"A las cosas"

José Ortega y Gasset challenged us in 1929 with his phrase "*Argentinos, a las cosas*" (Argentina, get down to it) at the Conference in the Municipality of La Plata entitled "Meditación de un pueblo joven" (Meditation of the Young Town and Essays about America) where he urged us to get down to it, be determined, and translate talent into action, take specific steps, effective measures and especially structural changes.

Today we are in a similar situation, faced with the challenge posed by the massive change produced by exponential technologies, which calls on society as a whole to make efforts to overcome decadence, and return to the path of development, growth, and creativity.

As such, traditional education plays a crucial role, along with computer and technological literacy, in having real job opportunities. For digital natives, their first years of primary school should be coupled with IT education to meet the challenges posed by robotics, nanotechnology, the Internet of Things, and applied sciences to neural networks, the process of creation, recreation and invention that today is limitless.

We enjoy a tailwind now because of geopolitical conditions, our role as food and raw materials producers, and our natural resources so coveted by the entire world, coupled with new technologies that have already transformed every aspect of our daily lives.

Long-Awaited Reforms

Reform is slowly reshaping the State, and in particular, its most sensitive areas such as health, security, education, the Treasury and social security. On an institutional level, the Executive is focusing on the functioning and transparency of the Courts, legislation reforms in Congress, and enhanced control to combat tax evasion and corruption, while respecting checks and balances, and the constitutional and democratic order of our Magna Carta.

Considering these long-awaited reforms that have been repeatedly promised but never materialized, in a context of urgent and unmet basic needs, our judges, our lawmakers, and government officials at the national, provincial and municipal Executive level seem utterly out of touch with reality. This calls for quick and professional action. There is no room for improvisation, or time for endless debate and partisan politics. Concrete action must be taken, along with important and urgent measures.

The world urges us to use Generative Artificial Intelligence and Creative Artificial Intelligence, which refer to computer systems that learn to emulate human intelligence, and even think, and think about what they think, combining emotional intelligence with the typical bias of human behavior, resulting in creative problem-solving without formal or material predictability through ingenuity.

This extraordinary stage will be developed by challenging tools or agents that must and will serve humankind, confronting the dilemma that limits are both unpredictable and immeasurable.