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# **ERGONOCRACY**

***A new ideology for a Human  
Adapted 21st Century Regime***

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## **A new ideology for a Human Adapted 21st Century Regime**

“A return to our roots with the help of Information Technology.”

“The road to an unavoidable and peaceful revolution.”

“Ergonocracy - the regime that anarchists would endorse if they had to choose a system with rules.”

“Power is a necessary evil and must be shared by all community members.”

“The people's destiny is too important to be left on the hands of politicians”

“Ergonocracy - the only mutation that will allow capitalism to survive, in a more humanistic version.”

“First, there was capitalism; then, Communism and finally: Ergonocracy!”



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# 1. Ergonocracy - an overview

## *The current situation*

The uncertain times we are living in today are characterised by various types of unsolved problems, which have led to a widespread lack of hope.

In economic terms, there is no doubt that the capitalist system has not been able to overcome successive financial, speculative and structural crises which were brought on by many factors: overproduction and strong competition, basic errors in banking regulation, excessive public debt, and, most notably, cyclic speculative crises. Therefore, we are witnessing an increasing pace of middle-class impoverishment, a fact that is aggravated by unemployment, globalisation and serious changes in geo-politics. As a result, the gap between the richest and the poorest is widening.

The response to these crises has been very weak. Some countries governments' opted to raise taxes and cut public spending, including social security, which in several countries, has led to widespread demonstrations of protest and strikes. These have been joined by anti-globalisation movements, environmental protection movements and protests by the unemployed and disgruntled employees. If this situation persists, there is a serious risk of revolutionary actions erupting around the world, which can force the launching of a new wave of autocracies, as has happened throughout so much of our history.

Politically, apart from a few rare exceptions, most international leaders show an enormous lack of talent, charisma

and vision for the future. Politicians seem to show no concern for citizens' views, finding grass-roots involvement processes complex and boring which has led to a growing feeling of mistrust regarding traditional democratic institutions. It has even reached an extreme stage where some angry citizens now dare to question the traditionally almost divine concept of democracy as most citizens demonstrate no fondness for ideologies and find it increasingly difficult to situate their logical viewpoints within the traditional right or left on the political scale.

All these facts highlight the notion that current regimes are clearly unsuited to the needs of 21st century citizens, creating an ever-widening gap between citizens and institutions.

This climate of mistrust is constantly reinforced by news of political and economic corruption, which spreads easily around the world thanks to the rapid speed of modern communication. This phenomenon has affected all levels of society, such as magistrates, entrepreneurs and local community leaders. It can have an especially serious effect on all those in power and on those who have the ability to influence decision-makers.

### *Scope of Ergonocracy concept*

Ergonocracy is a new, coherently integrated regime composed of a set of new political, economic, social and judicial models.

These revolutionary practical models are immediately applicable and focus on the following goals:

- To promote a system where there is an effective reduction of centralised power with the help of information technology; enabling citizens to participate

in the decision-making process;

- To provide all citizens with equal political intervention power;
- To abolish power intermediaries;
- To maximise individual freedom;
- To reform the capitalist system by eliminating the economic exploitation of Man by Man without questioning the freedom of private initiative;
- To create one single class of workers who are simultaneously private company owners;
- To create an economic system that will naturally lead to well-balanced prosperity, enhancing human performance without excluding anyone in the process;
- To create an environment that facilitates an individual's integration into the system;
- To create a more efficient and expeditious judicial system;
- To glance at the future, enhancing our best options and trying to reduce risks.

The fundamental goal of these models is to present a new alternative form of public organisation that is better adapted to the genuine nature of the human being.

The name – Ergonocracy<sup>1</sup> - was chosen to highlight the

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<sup>1</sup> *The term "Ergonocracy" intends to combine the suffix "cracy" meaning political power with the term "Ergonomics", derived from the Greek "ergon" (work) and "nomos" (laws) to designate the science of adapting work to one's environment. In fact, ergonomics is a discipline-oriented system, related to all types of human activity.*

importance of adapting man's surroundings to his true characteristics, as is also the case with the term "Ergonomics"<sup>2</sup>, which reflects a concern for the optimisation of man's well-being and overall system performance in terms of his work environment.

The term "Ergonocracy" applies to a much wider field and maintains, in an analogous way, the notion of humans' adaptability to their environment in all aspects of public life<sup>3</sup>.

Therefore, as it will be described later, in more detail, a new economic, political, judicial and social regime, created from scratch, taking this common concern into consideration. All aspects of a system should match the true characteristics of human beings, not just at the aggregate level (macro), but also primarily at the individual level (micro). It is based on the assumption that the whole Ergonocracy "structure" was built.

Ergonocracy models reflect a humble approach and aims to perceive how to make use of the positive parts of existing

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<sup>2</sup> *The International Ergonomics Association defines ergonomics as follows: "Ergonomics is the scientific discipline dedicated to the understanding of interactions among humans and other elements of a system, and corresponds to the profession in which are applied theory, principles, data and methods for projecting the optimisation of human well-being and overall system performance." Other definitions state the following: "The applied science of equipment design, as for the workplace, intended to maximize productivity by reducing operator fatigue and discomfort."*

<sup>3</sup> *Ergonocracy can be observed as an extended approach of the concepts associated with macroergonomics. Macroergonomics is an approach to ergonomics that emphasises a broad system view of design, examining organisational environments, culture, history, and work goals. It deals with the physical design of tools and the environment. The goal of macroergonomics is a completely efficient work system at both the macro- and micro-ergonomic level, which results in improved productivity, and employee satisfaction, health, safety, and commitment. It analyses the whole system, finds how each element should be placed in the system, and considers all aspects for a fully efficient system.*

systems without any disruptions, unless absolutely necessary.

### *Our historical inheritance - the past*

Past regimes and rulers throughout history have always used every means at their disposal to secure and extend dominance over their subjects, including the exercise of control over religion, people's fears, traditions, social habits, morality, etc. This means that the social rules in effect today do not reflect our true nature, as they result from the opportunistic strategy of past rulers.

The regimes that currently govern us are a result of successive and progressive modifications of all previous systems of government. Although there have been attempts to adapt to the changing times, the reality is that the embryos of this system began with despotic and autocratic regimes. Consequently, what we have today is a heavily patched historical legacy of efforts to improve something that was undoubtedly bad from the very beginning. This contributes to the common observation that today's political regimes are utterly unsuitable for the 21st century citizen's needs. One can conclude that there is an increasing distance between citizens and institutions.

Ergonocracy looks at the past in order to understand the reasons why previous regimes failed. It particularly analyses our distant past in order to grasp the genuine characteristics of our species.

Humans have the advantage, for the first time in history, of being able to benefit from the fruits of the Information Technology Age<sup>4</sup>. However, in terms of political and social

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<sup>4</sup> *Sustained in IT – Information Technology which many authors believe will lead to*

organisation, we have not significantly evolved. This is because when “democratic” regimes were created, IT resources had not yet been invented. We are therefore still being governed by a system that does not make use of all of the technological achievements over the years.

The present system is no longer adapted to our needs. One reason is because people in power - the intermediaries or representatives - have no interest in changing the “status quo” for fear of losing their influence and benefits. In contrast, Ergonocracy models heavily depend on current Information Technology, making intermediaries obsolete.

### *The purpose of Ergonocracy*

Ergonocracy is both a philosophical and practical approach to help resolve society's problems.

It only makes sense in a truly free world, and aims to indicate the path to a society where people have fewer constraints on their individual freedom, including certain specific rights. After all, the scope of Ergonocracy highlights the “person”, respecting all aspects of his or her individuality, defining the minimum necessary limits and restrictions in a context of simplicity, flexibility and transparency.

Ergonocracy will be based on principles such as the maximisation of the individual's well-being and comfort, including the prospect of a hedonistic lifestyle. Ergonocracy also highlights principles such as reduced human effort, the elimination of repetitive non-skilled work, the intensive use of Information Technology and sustainable, readily available leisure activities.

As an alternative to the concept of a “State”, proponents of Ergonocracy prefer to designate the set of infrastructures and public entities as the Extended Global Community. This scheme rests on quite an innovative political and economic model and avoids the disruptive nature of the capitalist models that predominate in most Western represented democratic countries at the beginning of the 21st century.

Instead, these methods suggest a gradual adaptation by proposing concrete step-by-step phases for the implementation of Ergonocracy models. In fact, these models do not limit themselves to a mere theoretical ideology because they present an eminently practical set of solutions with concrete paths achieving each of the addressed issues.

This is what Ergonocracy is all about: the design of a new regime.

However, Ergonocracy is not a magical recipe with fixed guidelines and dogmatic rules that will be equally applied in all cases. On the contrary, it is understood that each nation has its own idiosyncrasies, which leads to the logical conclusion that each country must find its own path.

Next, we’ll proceed by analysing the most important features of each of the eleven chapters.

*Considerations about human nature (see Chapter Two)*

When a new model is created in any field of knowledge, we must first start by understanding the traits and the nature of those it is meant to serve. This is why we will begin with an analysis of the real characteristics of contemporary human beings.

In this chapter the characteristics of human beings likely to

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