

WP 2: Conceptualizing digitalization, automatization and decarbonization as opportunities and challenges for adapting collective bargaining in the metal sector

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Management and communication

Objectives

Task 2.1

Task 2.2

Management and communication

- ▶ (bi)monthly meetings
- ▶ 4 online project meetings to present some milestones/deliverables of the project (KOM - M2/M6/M10/M15)
- ▶ The final project conference is foreseen in Month 23 of the project duration

Objectives and beneficiaries

- ▶ Understand the key challenges deriving from trends of digitalization, automatization and decarbonization that influence working conditions in metalworking companies across the EU Member States and Candidate Countries
- ▶ SSSA (lead), LNU (D2.1), UBG (D2.1), CELSI (D2.2), WIF (D2.2), CUNI (D2.2)

Tasks

- ▶ 2.1 Preparation and writing of report on conceptual and analytical framework
- ▶ 2.2 Preparation and writing of a methodological toolkit to guide the qualitative and quantitative analysis in WP3, 4, and 5

Deliverables

- ▶ 2.1 Report on the conceptual and analytical framework and systematic literature review on trends and challenges related to digitalization, automatization, decarbonization (M7)
- ▶ 2.2 A methodological toolkit for qualitative country studies, EU-level interviews and for the CBA analysis, including a template for interviews with social partners and other relevant stakeholders in the metal industry (M7)

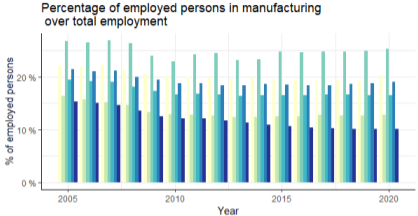
Task 2.1 - Strategy of implementation

- ▶ Identification of the key conceptual coordinates defining the areas of investigation
 - ▶ Definition of what are the three trends at stake and their current manifestation in the metalworking European industries
 - ▶ We know more about automation and digitalization in terms of processes of transformation (or, better, reconfiguration in the metal-sector), less about decarbonization
 - ▶ Identification of the key elements at stake - Multi-level approach
 - ▶ Role of European geography of production and distribution chain: differentiated impacts for the North vs the South; for the East vs the West, for focal/lead/core plants vs peripheral ones
 - ▶ Role of managerial strategies of the companies: from WV vs Stellantis, from Toyota vs Tesla, the road toward the twin transition is differentiated
 - ▶ Role of trade unions and space of actions mediated by the institutional settings, from national, to sectoral, to plant level bargaining, need to embrace a systematic understanding of heterogeneous trade union configurations across EU countries
 - ▶ Role of national, European and international regulations which speed up or hamper the transition

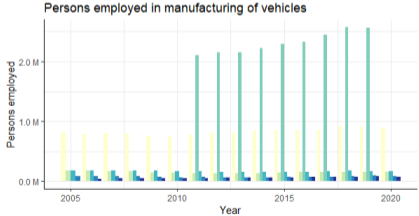
The case for a European geography production chain: core vs periphery



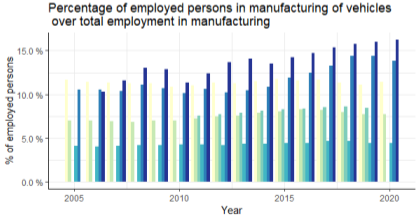
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The case for a European geography production chain: core vs periphery

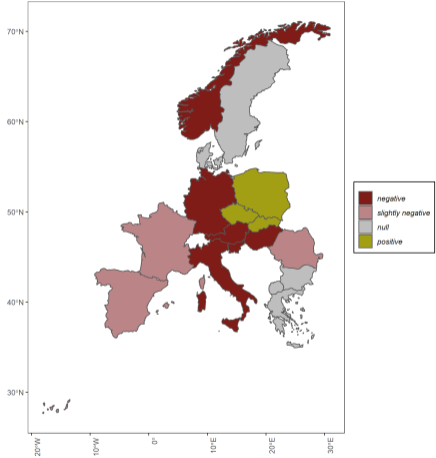
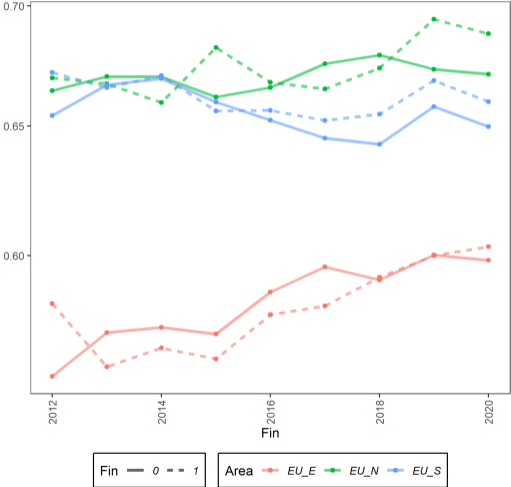
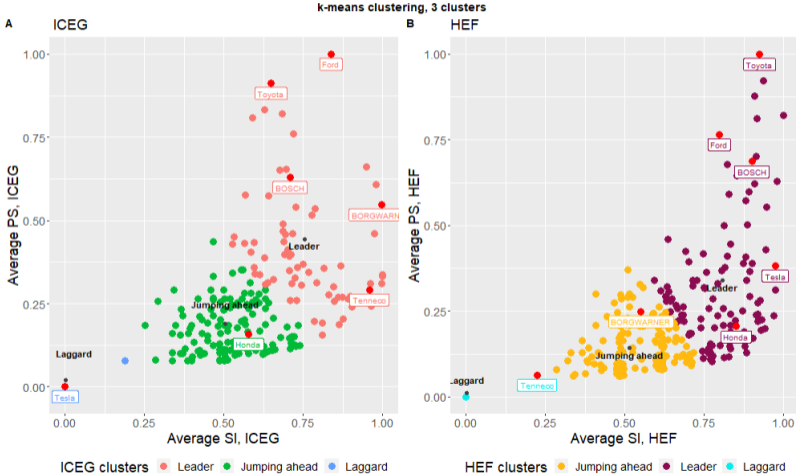


Figure: Component-producers differential between 2012 and 2020

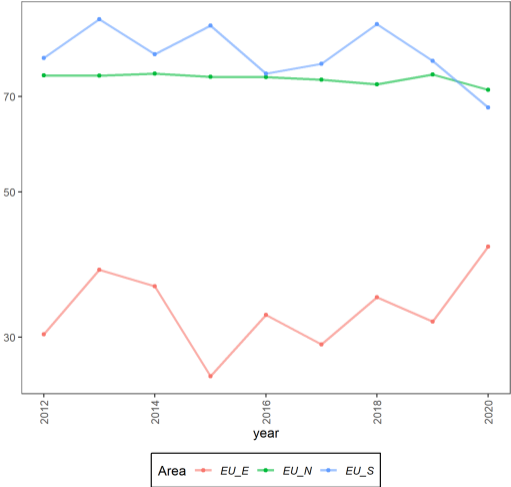
The case for a European geography distribution: wage share in core vs periphery



The case for managerial strategies and organizational capabilities toward the twin transition



The case for trade unions heterogeneity: bargaining coverage in core vs periphery



The case for regulations

- ▶ The transport sector alone is responsible for a level of emissions ranging from 10 to beyond 20 percent of overall annual CO₂ emissions.
- ▶ The urgency to tackle climate change has pushed the European Commission to propose a 100% cut in CO₂ emissions by 2035.
- ▶ Other countries have declared strategies of phasing-out fossil fuel vehicles by 2040 during the COP 26 in Glasgow. In particular, the resulting Climate Path includes a Declaration on Accelerating the Transition to 100% Zero Emission Cars and Vans ratified by 35 countries and 6 major carmakers, with the notable absence of some big players as Toyota not signing the agreement.

Task 2.2 - Strategy of implementation - Case selection

- ▶ Identification of a common research framework to empirically verify what is in Task 2.1
 - ▶ Identifying the three process at place in terms of effects on the world of work in the metal-sector
 - ▶ Identifying the role of trade unions and social dialogue therein
 - ▶ A common/comparable strategy of identification of workplaces
 - ▶ Option A: Identification of sites following a value chain approach: OEM in the west/north and suppliers in the east
 - ▶ Option B: Identification of sites following the ownership structure: Stellantis in France vs Stellantis in Italy
 - ▶ Option C: Identification of departments/sites where "greenified products and/or greenified processes" are at place vs "old/brown products"
 - ▶ Option D: Identification of plants producing new green products (gigafactory)

Task 2.2 - Strategy of implementation - content models

- ▶ Elaboration of a common content model of interviews to share with all partners
 - ▶ Identifying the three process at place in terms of effects on the world of work in the metal-sector
 - ▶ Identifying the role of trade unions and social dialogue therein
 - ▶ Identification of subjects to interview: workers, TU delegates, technologists
 - ▶ Identification of key departments: assembly vs welding
 - ▶ Identification of a common content model: effects of the twin transition on the transformation of the world of work, tasks reconfiguration, takt time