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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**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 processes 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