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MODENA E REGGIO EMILIA



Industrial Relations and Platform Work, Industry 4.0, and Smart Work
1° International Conference of the IRel project
Aarhus, 11 October 2019

Introduction

Iacopo Senatori

Marco Biagi Foundation,

University of Modena and Reggio Emilia

The research team

Partners	Associate Organizations
Marco Biagi Foundation, University of Modena and Reggio Emilia, Italy (main applicant)	European Trade Union Confederation (EU)
Aarhus University, Denmark (today's host)	Dansk Arbejdsgiverforening, DA, Denmark
Institute for Social and Trade Union Research, Bulgaria	Fagbevægelsens Hovedorganisation, FH, Denmark
University of Tartu, Estonia	Eesti Ametiühingute Keskkliit, Estonia
Goettingen University, Germany	IG Metall, Germany
MOSZ, Hungary	FILCAMS-CGIL, Italy
«Aldo Moro» University of Bari, Italy	
University of Bologna, Italy	
Emilia Romagna Institute for Economic and Social Research-CGIL, Italy	
University of Lodz, Poland	

Context and rationale of the project

The «digital transformation» of employment relations:

- A paradigm shift enabled by new technologies.
- Multiple characterizations:
 - Changing business models (e.g. platforms)
 - Changing production and organization models (automation, artificial intelligence, «smart work»)

BUT

- A comprehensive challenge for society, economic players and policy-makers



➤ Regulation; role of industrial relations

Topics

- Risks and opportunities of the digital transformation: different perspectives
 - Work organization (the role of workers in organizations)
 - Working conditions
 - Terms and conditions of employment (employee rights)
- Mix of cross-cutting and distinctive issues linked to three main fields of analysis:
 - Industry 4.0 (automation, IoT)
 - Platform work
 - Smart/agile work

Goals of the project

- Collection and analysis of national and EU-level practices
 - legislation
 - policy
 - industrial relations (collective bargaining, employee involvement and participation, lobbying, mobilization strategies etc.)
- Comparison and benchmarking
- Critical assessment
- Policy proposals
- Networking and Capacity building

Today's first international conference

- Present the findings of the collection and analysis of «raw materials» (legislation, policy documents, collective agreements) addressing digitization and employment
- Answer the following questions:
 - 1) *How healthy are industrial relations in our countries?*
 - 2) *What is the policy approach taken by lawmakers and governmental agencies towards the digital transformation of work?*
 - 3) *Which topics and problems are discussed most by social partners in relation to the effects of the digitization of work? What actions have been taken in regard of the above, how are they being implemented?*
 - 4) *Who are the industrial relations players involved in those actions?*
- Discuss the findings with social partners and stakeholders
- Refine and detail the research plan

Reading keys. (1) Need for a deeper understanding of the phenomena

- Extent of real changes: different perceptions and different priorities in surveyed countries
- Social and labour market patterns (identity of affected population, demographic features, interests and expectations, operational behaviours)
 - Workers + Companies

Reading keys. (2) Common trends and diverging patterns of IR systems: notorious weaknesses, new opportunities?

- Common trends

- Decentralisation
- Declining density and rise of new players
- Formal and informal practices

- Diverging patterns

- Institutional embeddedness (density, coverage, tripartism, role of the State/of the law)
- Internal coordination
- Representational models (single v. dual channels)
- Scope of freedom of association and trade union prerogatives