iRel

Smarter Industrial Relations to Address New Technological Challenges in the World of Work

Kick—off Meeting. Bologna, 20 March 2019

Iacopo Senatori

Marco Biagi Foundation, University of Modena and Reggio Emilia

Partnership

AU – Denmark

IRES ER – Italy

ISTUR – Bulgaria

MBF (Coordinator) - Italy

MOSZ – Hungary

UGOE – Germany

UL – Poland

UNIBA – Italy

UNIBO – Italy

UT - Estonia

Associate Organizations

FILCAMS Cgil – Italy (Trade Union)

IG Metall – Germany (Trade Union)

EAK – Estonia (Trade Union)

ETUC – EU (Trade Union)

Framework – Aim of the Grant

Improving Expertise in the Field of Industrial Relations

Call for Proposals VP/2018/004

"Is intended to cover actions to **support** industrial relations, in particular those designed to develop expertise and the **exchange of EU-relevant information**, as well as actions to **improve knowledge** on industrial relations institutions and practices across the EU and **dissemination of results**".

The Purpose of Our Project

The research will seek:

- Whether the **traditional practices** (bargaining, industrial action and workers' involvement) or an **innovative combination** of them can guarantee a fair elaboration and implementation of managerial decisions in digital work environments

- Whether industrial relations can introduce new and effective **arrangements** to protect workers' rights and needs from the risks entailed in the new patterns, catch the opportunities that technological changes embody to improve working conditions, and ensure the enduring productivity of undertakings;

- Whether new **strategies** are needed on the **trade union** side to organize the new forms of work, and how the **emerging actors** (digital companies, platforms and workers' coalitions) can be attracted to the social dialogue arena.

(Excerpt from our Application)

Fondazione Marco Biagi

UNIMORE UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA Dipartimento di Economia Marco Biagi

50 anni DEMB

Distinctive Features

«OMG, not another research on digital work!!»

Good point, but we can add:

1. A comprehensive approach to the digital transformation
    Tripartite structure: Industry 4.0, Smart and Agile Work, Platform Work

2. A peculiar geographical composition of the partnership
    Special representation of Central and Eastern Europe

3. The interdisciplinary composition of the research team
    Law, Organisation, Economics

Cross-Cutting Issues

1. Access to collective rights and representation

- Identity, solidarity
- Traditional representation vs. New players and structures
- Legal classification of workers
- (…)

Cross-Cutting Issues

2. Managerial power

- Management by alghoritms, People analytics
- Monitoring
- Performance assessment
- (…)

Cross-Cutting Issues

3. Occupational Risks

- Health and Safety (e.g. pychosocial risks)
- New Social Risks (e.g. work-life balance)
- (...)

Cross-Cutting Issues

4. Labour Market Risks

- Restructuring and technological unemployment
- Obsolescence of skills
- Income (wage levels, discontinuity)
- Gender issues
- (…)

Research Focuses

1. Organisational and technical background

- Impact of AI on workplace organisation (e.g. decision-making process)

- Big Data, datification of the employment relationship, people analytics

- Organising work beyond space and time

- The role of the platform from an organisational perspective: employers, clients, intermediaries?

Research Focuses

2. Labour Market Analysis

- Population
  - Gender
  - Ethnic origin
  - Skills
  - Union density
- Measurement of well-being; indicators

Research Focuses

3. Legal Issues

- Challenges for fundamental rights (health, decent wages, voice and collective representation…)

- Equal treatment and non discrimination

- New rights for new workers (e.g. disconnection, freedom of choice, access to personal data)

- Reframing the traditional set of rights (e.g. training, income, individual and collective control on managerial decisions)

Research Focuses

4. IR Practices

- Collective Bargaining

- Industrial Action

- Participation and Involvement

- Litigation

- New ways to organise and mobilise workers (e.g. rating of clients, «digital organising», labour market services)

- New players and new operational settings

Research Steps: 1. Reconstruction of the Conceptual Framework

- Key definitions (Organisation Theory)
- Labour Market Trends
- Legal literature review
- Regulatory and policy framework
  - Innovations and loopholes in the legal frameworks
  - Policy initiatives in the field of digitalisation
  - State-of-the-art in the industrial relations systems (trade union density, degree of coordination of collective bargaining, scope of collective agreements etc.)

Research Steps: 2. - 4. Analysis of the Three «Constitutive Elements»

➢ National Reports:

- Regulatory framework

- Relevant Case Law

- Policy Framework, political debate

- Social Partners' Initiatives

- Collective Bargaining Provisions

➢ Discussion of the findings in the light of the technical categories. To what extent do regulatory and technical-organisational rationales align?

Main Outputs - Intermediate

- ## Ongoing Dissemination via website

- ## Periodical Events

  - ### Presentation of research advancements

  - ### Discussion with stakeholders

- ## Scientific Reports

- ## Repository-Database

Main Outputs - Final

- A comprehensive toolkit for social partners and policy makers to drive regulatory choices
  - Theoretical: levels and contents of IR intervention (e.g. collective bargaining); operational settings of IR players; State means to support IR
  - Empirical: presentation of best practices

Roles and Responsibilities

Project Coordinator	MBF
WP 2-Conceptual framework and definitions	AU
WP3-Industry 4.0	UGOE
WP4-Platform Work	UNIBO
WP5-Smart Work	MOSZ
WP6-Final reporting and policy Recommendations	UL