

Formulating a global policy and plan of action on Industry 4.0

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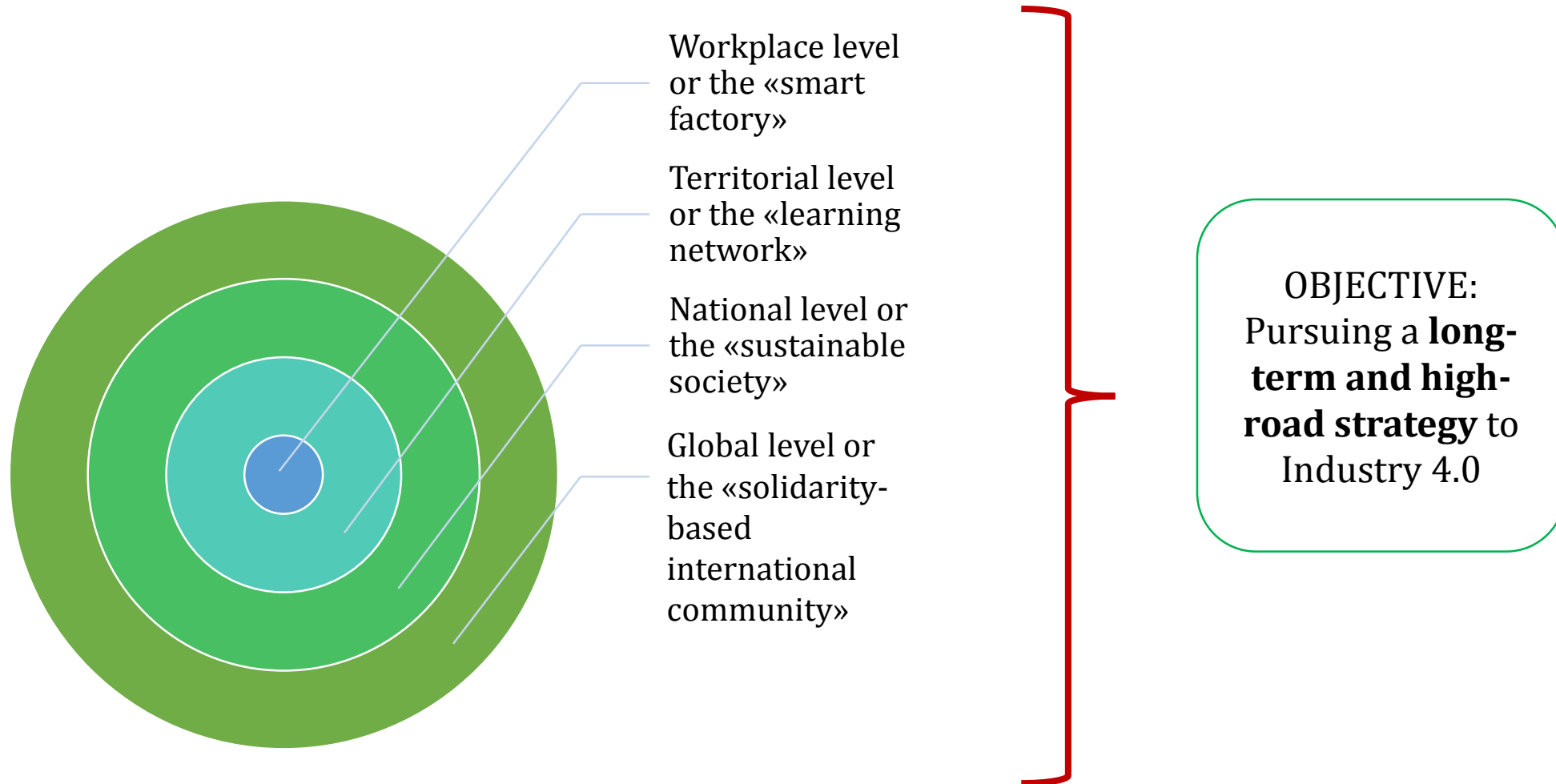
FIM-CISL (Italy)

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For a multi-level and coordinated union plan of action on Industry 4.0





WORKPLACE LEVEL or the «smart factory»



UNION PERSPECTIVES

TOOLS

- **Professionalism**

- «raising the status of labour from a cost to a resource and turning passive jobs into active careers thanks to the specific focus on education and training» (Ackers, 2015)

- **Organising direct employee participation**

- «demanding a more active role in the promotion, regulation and implementation of direct employee participation practices, thus adding value to firm performance while protecting workers' interests»



- **Company-level (*integrative*) collective bargaining**

- over issues such as workers' training, work organisation, health and safety, etc.

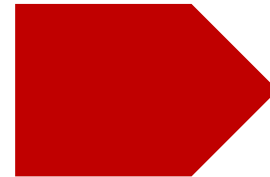


TERRITORIAL LEVEL of the «learning network»



UNION PERSPECTIVES

- **Life-cycle representation strategy**
 - «assisting workers throughout the job switches and the other major changes that occur over their full life cycle» (Budd, 2017)
- **(Re-)embeddedness in social, political and economic contexts**
 - «establishing a dense network of local ties, that not only provide unions with strategic information and potential allies but also allow them to become more open, responsive and learning organisations» (Safford, Locke, 2001)



TOOLS

- **Territorial (sectoral and multi-sectoral) collective bargaining**
 - over welfare, income protection, active labour market policies and school-to-work transition
- **Social dialogue / multi-stakeholder cooperation**
 - over technological and social innovation



NATIONAL LEVEL or the «sustainable society»



UNION PERSPECTIVES

- **Inclusiveness**
 - «organising and representing new types of workers, by also providing scope for new types of membership»
- **Sustainability**
 - «striking a balance between *efficiency* (economic objectives), *equity* (fair and just treatment of workers) and *voice* (workers' involvement in shaping their work environment) (Budd, 2004), under the umbrella of environmental protection as an overarching principle»



TOOLS

- **National (sectoral and multi-sectoral) collective bargaining**
 - over next generation rights (right to training, right to disconnect, privacy by design, information and consultation)
- **Social dialogue / multi-stakeholder cooperation**
 - over technological and social innovation (universalisation of welfare provisions and income protection, active labour market policies and training)
- **Lobby towards national public authorities**



GLOBAL LEVEL or the «solidarity-based international community»



UNION PERSPECTIVES

- **Global value chains-oriented strategy**
 - «protecting and advancing workers' conditions and rights along the whole value chain»
- **Responsible reshoring**
 - «demanding Western employers not to abandon developing countries after exploiting labour yet to invest the savings from reshoring in the economic and social development of local communities»



TOOLS

- **Global union networks and transnational collective bargaining**
 - over labour standards to be respected along the whole value chain
- **Satellite bargaining**
 - with the company and subcontractors as if they are part of the same company
- **International cooperation between unions**
 - over practices of representation and workers' empowerment
- **Lobby towards international public authorities**
- «Name and shame» global campaigns



WHAT CAN UNIONS DO?

Starting tomorrow!



1. Deepening unions' knowledge on the effects of technological and organisational innovations on workers.



That is why in 2015, FIM-CISL commissioned an empirical research on the impact of World Class Manufacturing in 30 Italian establishments of Fiat Chrysler. The research was conducted by a team of lecturers and experts from the Polytechnic of Milan and Turin.



WHAT CAN UNIONS DO?

Starting tomorrow!



2. Spreading new ideas on the future of work and workers' representation, thus encouraging public debate.



That is why in 2015, FIM-CISL gathered contributions of different lecturers and stakeholders in a **booklet** aimed at **shedding light on Industry 4.0 and its impacts at company, territorial and national level, while also offering a trade union perspective of the phenomenon.**



WHAT CAN UNIONS DO? Starting tomorrow!



3. Lobbying towards public authorities in order to improve the national strategy on Industry 4.0.



That is why in 2016 and 2017, FIM-CISL, along with an Italian research centre named ADAPT, drafted a «Green Paper on the role and functions of Competence Centers» and a «White Paper on work and competences in Industry 4.0», with the aim of providing analytical tools to interpret the degree of application of new technologies in Italian companies and concrete suggestions to make the transition of Industry 4.0 a realistic and sustainable process.



WHAT CAN UNIONS DO?

Starting tomorrow!



4. Providing workers with new generation rights through collective bargaining.



That is why in 2016, FIM-CISL, along with the other metalworkers' organisations FIOM-CGIL and UILM-UIL, signed a NCLA which introduced **the individual right to training** for all employees, strengthened **employee participation** rights in large companies and took a step further towards **the revision of the job classification system**.



WHAT CAN UNIONS DO? Starting tomorrow!



5. Investing resources in training tomorrow's union leaders, capable to tackle future challenges and advance innovation.

REWIND
La formazione professionale per tutti i gusti

2009 2010 2011 2012 2013 2014 2015 2016

Delegato, Operatore, Segretario

REWIND propone la **QUADRILOGIA** per...
Un nuovo inizio

Nel 2016 saranno realizzate le 4 dispense per trattare separatamente, ma in maniera organica, i temi principali affrontati dalla FIM in materia di Formazione Professionale

QUADRILOGIA FIM DI FORMAZIONE CONTINUA

- CAPITALE UMANO e DIALOGO SOCIALE
- CASES HISTORY
- STRUMENTI
- PROGETTI PAL

1. La FIM e la strategia per valorizzare il CAPITALE UMANO e il Dialogo Sociale

2. Nuove competenze e nuovi lavori. La FIM nei territori promuove la Formazione Professionale

3. Strumenti, regole e protocolli per la crescita organizzativa con la Formazione Professionale

4. Progetti, iniziative e azioni per le Politiche Attive del Lavoro (PAL) per un Sindacato che cambia

REWIND: l'azione organizzativa FIM per la Formazione Professionale

Per attestare il diritto soggettivo alla formazione, per garantire la partecipazione alla formazione di tutti i lavoratori nel triennio, per far conseguire certificazioni di competenze spendibili nel mercato del lavoro, per la CRESCITA ORGANIZZATIVA del tuo territorio e nella tua azienda, contatta l'Ufficio Formazione Professionale della FIM NAZIONALE

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Creosci con la FIM, cresci con la Formazione Professionale

That is why since 2010, FIM-CISL has been working on the project «REWIND», aimed at providing unionists with the necessary skills to promote the culture of lifelong learning among the workforce and to outline and manage training plans for workers at company level.