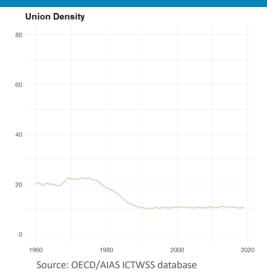
# Juan Sebastian Carbonell, Armanda Cetrulo, Claudia Collodoro, Giovanni Dosi, Angelo Moro, Linnea Nelli, Maria Enrica Virgillito

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# BARMETAL: Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector (101052331) Country Factsheet - FRANCE

- The number of workers in manufacturing in France has declined from 4 to 3 million. The share of French employment over total employment declines from 18% to11% between 1995 and 2022 (ELFS).
- In 2020, the French automotive sector employed around 273.000 workers (ONA 2023).
- Remarkable slowdown of the French automotive sector, both in term of employment and production (from 3.5 million vehicles in the mid-2000s to 1.4 million in 2022).
- National supply chain under pressure because of decarbonization transition and increasing competition with other players.
- Decentralized collective bargaining is increasing and strongly encouraged by the state since 2017. It covers 64% of employees.
- Large diffusion of so-called 'competitiveness agreements' in the last decade, especially in the automotive industry.



#### Key challenges in the metal sector

- France 2030: producing nearly 2 million electric and hybrid vehicles and the first low-carbon aircraft in France by 2030.
- France Relance and NRRP: pursue ecological transition (energy renovation, ecology and biodiversity, green infrastructure and mobility) and spur national competitiveness (technological sovereignty and resilience, digital upgrading).
- The decarbonization of the automotive industry in not sufficiently discussed.

## **D-A-D** in workplace

- Digitalization strategy geared towards making French sites competitive in the production of electric vehicles.
- Digitalization has led to the compression of production times and greater interconnection of machineries.
- DAD's effects on workers skills' are not unidirectional, but can increase internal labour market dualization.
- Car electrification is associated with safety risks.

#### Role of social partners in addressing D-A-D

- Formal industry-level institutional settings have been set-up to coordinate economic and productive partners.
- Progressive erosion of the role of sectoral level bargaining towards company level ones. Progressive weakening of the scope of industry level bargaining.
- Recent reform of the occupational classification for around 1.5 million employees of the automotive sector (as the new industry level agreement).

## **Bargaining efforts in companies**

- Firm-level bargaining focused on wages, recruitment, working time and strictly related to the new investment plan.
- Concession bargaining in exchange for sites perpetuity, but at the risk of increasing internal labour market inequalities between existing and new hired workers.
- Negotiation on safety and ergonomic issues, but low level of bargaining on the introduction and adoption of technological innovation.

## Key recommendations/Main message/Additional findings

- The declining role of sectoral level bargaining vis-à-vis company level one is manifested in the context of the decarbonization process, where the report identifies a key role of company level agreement to secure productivity increases.
- Considering that DAD processes are occurring at the industry level, trade unions and social actors should mobilise their capacity to achieve coordinated agreements that limit derogations at the plant level. This should be achieved by promoting social dialogue at higher levels of interaction, both at the industry and the macro-institutional level.

