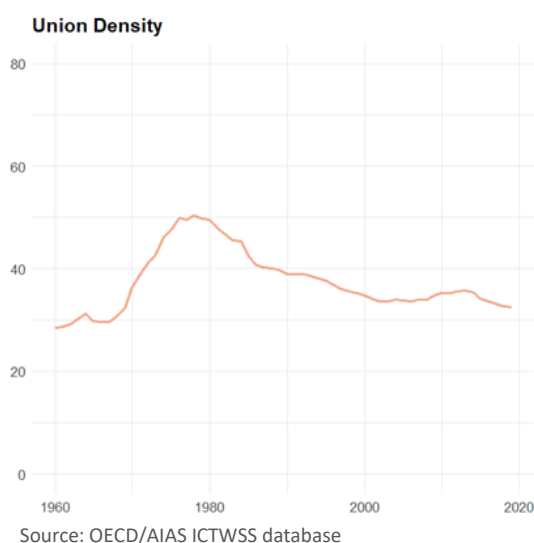


BARMETAL: Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector (101052331) – Country Factsheet - ITALY

- Italian employment in manufacturing amounts to around 5 million workers (13% of European employment in manufacturing, ELFS). The share of employment in manufacturing over total employment declines from 25% to 18% between 1995 and 2022.
- The ongoing dissolution of the main national car player and the increasing outsourcing strategy have implied a reduction of production and employment in recent decades (the Italian automotive sector now employs around 170.000 workers (ONA 2023)).
- Notwithstanding the relative stability of trade union density, unions' influence has significantly declined.
- Decentralised bargaining is underdeveloped, but the manufacturing sector is slightly above average, especially medium and large enterprises. Despite the difficulties highlighted, company bargaining can be an engine of innovation in employment practices.



Key challenges in the metal sector

- National Plan on Industry 4.0 spurred private investments in digital technologies: credits in new capital goods, tangible and intangible assets; investments in ICT security. It did not foster convergence between companies.
- National Integrated Plan on Energy and Climate (still to be approved): -43,7% emissions in non-ETS (Emission Trading System) sectors; increase energy efficiency and security; empowerment of the internal energy market.
- Purchase incentives to boost ecological transition in the automotive sector.

Role of social partners in addressing D-A-D

- Trade unions' request for a comprehensive national industrial policy plan on public and ecological mobility.
- A national joint observatory is granted with the mandate of carrying out analysis on social, productive and economic sectoral dynamics related to industry 4.0 technologies.
- Important structural wage increases foreseen in the national collective agreement covering 1,5 million of metal workers (also due to the current inflationary wave), together with the reform of the occupational classification system.

D-A-D in workplace

- With the introduction of digital tools, workers tend to report an intensification of workloads.
- Vehicles electrification makes the production process more complex and more exposed to safety risks for workers.
- DAD's effects on workers skills are not unidirectional, but increase internal labour market dualization.

Bargaining efforts in companies

- Generally no room for negotiation before the introduction of new technological artefacts.
- Trade union representatives monitor safety and ergonomic aspects, detect potential risks and suggest improvement actions.
- Underdeveloped collective bargaining over companies' electrification strategy.

Key recommendations/Main message/Additional findings

- DAD processes are not necessarily coupled: while automation and digitalization of workplaces represent a necessary process of internal upgrading to remain competitive, decarbonization completely reshapes the industry because of supply chains rearticulation.
- The erosion of investment plans and new product design of Stellantis is crystallising the positioning of Italy as mostly a country of Tier 1 and Tier 2 suppliers, losing the production of final cars, if not for the premium segment.
- The development of a coordinated EU level industrial policy in the automotive sector to i) rebalance EU internal productive capacity, ii) soften asymmetries along GVCs, iii) pursue a just transition.
- The direct involvement of trade unions to shape such industrial policy is pivotal because the latter represent a true agent of change whenever actually mobilised in the workplace.