



Sant'Anna

School of Advanced Studies – Pisa

Consortium overview, project structure and key research objectives

BARMETAL Kick-Off Meeting

Armanda Cetrulo

22nd Novembre 2022 - Advanced School of Sant'Anna Pisa



Co-funded by the
European Union

Digitalization, Automatization and Decarbonization: Opportunity for Strengthening Collective Bargaining in the Metal Sector
Project 101052331 – BARMETAL

Outline

1. Presentation of the consortium
2. Main research objectives of the project
3. Structure of the project and work packages



Consortium setup

BARMETAL consists of a solid, well-experienced consortium of **8 research partners** and **10 associated partners**.



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Consortium setup: **research partners** (1)

◆ **Institute of Economics-Advanced School of Sant'Anna in Pisa, Italy**

- ✻ Leading university in Europe in framing and analysing the impact of technological change on economy and society.
- ✻ Research team: **Giovanni Dosi** (PC), **Maria Enrica Virgillito**, **Armanda Cetrulo**, **Angelo Moro**



Consortium setup: **research partners** (2)

- ♦ **CELSI – the Central European Labour Studies Institute** in Bratislava, Slovakia
 - ☼ Independent non-profit research institute, it fosters multidisciplinary research about labour markets, working conditions and social dialogue.
 - ☼ CELSI has a profound experience with international research projects in the field of industrial relations and social dialogue covering various EU member states.
 - ☼ Research team: **Marta Kahancová, Tibor Mesmann, Adam Šumichrast**



Consortium setup: **research partners** (3)

♦ **WageIndicator Foundation (WIF)** NGO in the Netherlands

- ✻ Leading global expert in digitalized, coded analysis of collective agreements, running online platforms for data collection on wages and working conditions, on facilitating living wages and decent working conditions through online, innovative and comparative tools.
- ✻ Research team: **Paulien Osse, Kea Tijdens, Leontine Bijleveld, Daniela Ceccon, Gabriele Medas, Niels Peuchen**



Consortium setup: **research partners** (4)

♦ **Linnaeus University (LNU)** in Smaland, Sweden

- ✻ With a history since 1967, LNU covers a broad spectre of research and teaching, including sociology of work and technology.
- ✻ High expertise in studying the articulation of interests of trade unions and workers between the national levels and the EU-level.
- ✻ Research team: **Bengt Larsson, Glenn Sjöstrand**



Consortium setup: **research partners** (5)

♦ **The Institute of Public Affairs (IPA) in Poland**

- ✻ Leading Polish think-tank and independent centre for policy research and analysis, established in 1995.
- ✻ The main areas of study include European policy, social policy, social dialogue & industrial relations, civil society, migration and development policy as well as law and democratic institutions.
- ✻ Research team: **Dominik Owczarek, Malgorzata Koziarek, Maciej Pańków**



Consortium setup: **research partners** (6)

♦ **Center for Economic Geography and Regional Development - Charles University (CUNI)** in Prague, Czechia.

✻ Oldest and largest university in the country. Focus on theoretical and conceptual approaches to the study of economic geography and regional development, especially in terms of global production networks, global value chains and regional innovation systems.

✻ Research team: **Petr Pavlínek, Monika Martišková**



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Consortium setup: **research partners** (7)

♦ **The Bucharest Academy of Economic Studies (ASE)** in Bucharest, Romania

- ✻ Strong local expertise from top ranking university in Romania on how collective bargaining occurs, what are its challenges, and how they can be tackled by expanding the bargaining agenda by novel topics related to digitalization, automatization and decarbonization.
- ✻ Research team: **Alina Popescu, Irina Elena Ion**



Consortium setup: **research partners** (8)

- ♦ **The University of Belgrade – Faculty of Economics (UBG)** in Belgrade, Serbia
 - ✻ UBG is the largest and most prominent scientific and educational institution in the region in the field of economics, business and management, with a tradition of more than 80 years. Its research serves policy makers, business community and other market actors.
 - ✻ Research team: **Mihail Arandarenko, Galjina Ognjanov, Dragan Aleksić**



Consortium setup: **associated partners**

◆ **Eu-level stakeholders:**

❖ **IndustriAll**

❖ **ETUI**



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Consortium setup: **associated partners**

◆ **Eu-level stakeholders:**

- ❖ **IndustriAll**

- ❖ **ETUI**

◆ **Country-specific associated partners:**

- ❖ **CNEL** (Italian National Council for Economics and Labour)

- ❖ 2 employers' federations: the **Dutch FME association** and the **Slovak Association of Industry Federations and Transport**

- ❖ 5 trade union organizations in the metalworking sector:

IG Metall (*Germany*), the **KOZ Confederation of Trade Unions** (*Slovakia*), **Vasas metalworkers' federation** (*Hungary*), the **OS Kovo Metalworkers' trade union** (*Czechia*), the **Serbian metalworkers' union** (*Serbia*).



Key research objectives (1)

1. Identify the **key challenges** of DAD concerning **working conditions in the metalworking sector** across the EU Member States and CC.
 - ✱ *Policy report on challenges and learning resources toolkit for addressing these challenges via collective bargaining.*
2. Understand **how the key challenges** deriving from DAD are **framed in EU-level social dialogue** and **how action is foreseen** in EU Member States and CC in response to the EU-level social dialogue priorities
 - ✱ *Desk research and 4 interviews with EU-level sectoral social partners and other relevant stakeholders in digitalization and climate initiatives.*
3. Analyze how the **key challenges** related to changing workplaces and working conditions due to DAD are **addressed in collective bargaining both at the workplace and sector levels** across 11 EU Member States and 1 CC (CZ, DE, DK, FR, HU, IT, NL, PL, RO, SK, SE, SRB)
 - ✱ *Up to 15 qualitative interviews in 11 countries, 1 shadow case Germany, 12 policy papers and country-specific factsheets*



Key research objectives (2)

4. Compile a coded, **electronic database of 75 collective agreements in the metalworking industry** and study **clauses** on *re-skilling, vocational training, work intensification*, and other *workplace changes* related to DAD.
5. Through facilitating **direct exchange between social partners in the metalworking industry** from 11 EU Member States and 1 CC and the EU-level sectoral social partners, **identify opportunities for strengthening collective bargaining** in response to the changing needs and demand for skills, abilities, and work intensity due to DAD.
 - ✻ *3 mutual learning events, 1 final conference, 1 learning resources toolkit for social partners' action.*



Outcomes

- Sound analysis on the relationship between ongoing trends of digitalization, automatization and decarbonization, working conditions and collective bargaining.
- European perspective that accounts for institutional and productive differences.
- Direct link with social partners and discussion over institutions policy priorities.



Workers at COP27, 2022

Source: IndustriALL <https://www.industrialunion.org/trade-unions-and-strategize-for-week-two-of-cop27>



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Structure of the project

Work packages overview

Work package	Title of the package	Lead participant	Start-End Month
1	Project management and quality assurance	SSSA	1-24
2	Conceptualizing DAD as opportunities and challenges for adapting collective bargaining in the metal sector	SSSA	1-7
3	Country case studies on collective bargaining processes in the metal sector	CELSI	1-24
4	Collection and analysis of CBAs in the metal sector – bargaining outcomes in response to DAD	WIF	5-20
5	The EU-level dimension of bargaining transformations in the metal sector – policy responses by EU-level social partners to strengthening collective bargaining in response to DAD	CUNI	5-10
6	Innovative ways to support the strengthening of bargaining: videos, webinars, toolkits, factsheets, social media campaigns	WIF	16-24
7	Policy recommendations for strengthening collective bargaining	IPA	22-24
8	Mutual learning for social partners: how to strengthen collective bargaining in the metal sector in response to DAD	CELSI	16-24



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Let's start!