

SECOND TRANSNATIONAL WORKSHOP OF THE PROJECT DIRESOC • JUNE 25, 2019, ROME

## Digitalisation and Restructuring, which role for the Social Dialogue?

The second transnational seminar of the European project Digitalisation and Restructuring, which Social Dialogue? (DIRESOC) was held in Rome on June, 25.

The general aim of the DIRESOC research project, funded by the European Commission, is to provide a better understanding of the ways in which social dialogue helps to shape the processes of restructuring linked to digitization, in eight European countries and four sectors: manufacturing; financial services; postal services & logistics; and tourism.

The project is carried out by a research consortium coordinated by LENTIC- HEC University of Liège (Belgium) and comprising the following partners: Association Travail Emploi Europe Société (France); Fundación 1º de Mayo (Spain); European Labour Institute (Bulgaria); Fondazione Giuseppe Di Vittorio (Italy); Institute for the study of the Societies and knowledge, Bulgarian Academy of Sciences (Bulgaria); Instituto de Ciências Sociais da Universidade de Lisboa (Portugal); Gothenburg University (Sweden); and Arbeitsforschung und Transfer e.V. (Germany).

The second transnational workshop of this project was held in Rome on June 25, with the participation of 40 people from academia, trade unions and business.

The seminar was opened by **Salvo Leonardi** (FDV, Italy), who gave a general introduction to the DIRESOC project and later addressed the main elements of debate on the phenomenon of digitalization in the Italian context.

Next, the coordinator of the project **Frédéric Naedenoen** (LENTIC - HEC University of Liège), gave a brief overview of its main goals, methodology, work programmes and expected outcomes.

The first session, conducted by **Salvo Leonardi** (FDV, Italy) began with a presentation by **Vassil Kirov** (Institute for the study of the Societies and knowledge, Bulgarian Academy of Sciences). In his speech, he presented the results of the first work program of the project, focused on the national reports addressing the situation in the eight countries covered by the research.

Among other aspects, he highlighted that digitization is an emerging process in the different countries, which also registers an unequal development both nationally and sectorally. He also remarked the diversity that exists regarding to the policy initiatives launched by governments and the role of social dialogue.



The second session, moderated by **Chiara Mancini** (CGIL, Italy) addressed the topic of Digitalization and Collective Bargaining, from a social, legal and trade union perspective.

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In the first place, **Michele Faioli** (*University of Rome, Italy*) spoke about some of the main legal implications of changes in work fostered by the developments of the Industry 4.0 and the gig economy.

**Manuel Marocco** (*INAAP Rome, Italy*) addressed the implications of technological changes on the quality of employment, stressing that they do not have a neutral impact on working conditions.

**Gernot Muehge** (*University of Duisburg, Germany*) addressed the debate on digitization in Germany, presenting below an experience of union participation in relation to this issue at the company level.

**Anna Ponzellini** (*University of Milan, Italy*) analyzed the employment effects in new forms of work, with special attention to digital platforms.

Finally, **Fernando Rocha** (*Fundación 1º de Mayo, Spain*) addressed the situation in Spain, highlighting some emerging initiatives in the field of collective bargaining.

The third session consisted of an intervention by **Vincenzo Colla** (*CGIL, Italy*), who addressed some of the main challenges posed by the digitalization phenomenon for trade unionism, both at national and European level. Among other aspects, he highlighted the need to promote a "New Deal", as well as to reinforce the participation of the workers in the government of this phenomenon.



The fourth session was carried out by **Marine Franssen** (*LEN-TIC - HEC University of Liège, Belgium*), who presented the preliminary results of the online survey on Digitalisation, Restructuring and Social Dialogue, carried out within the framework of the DIRESOC project.

This survey, targeted to representatives of the social partners at different levels, has had two objectives: to collect the opinion of employers and workers representatives on the current state of the social dialogue in terms of digitization; and get their evaluation of two possible prospective scenarios regarding the future of digitalisation and its labour effects and on social dialogue.

The first results of the survey highlight three aspects: (a) digitization is considered as a topic of social dialogue to a greater extent for businessmen than for union representatives; (b) social partners agree that the main impact currently focuses on changes in working conditions; and (c) the two proposed prospective scenarios are considered as likely by the social partners, who also emphasize that the social dialogue will continue to play an important role in the future.

The last session, moderated by **Paolo Terranova** (*FDV, Italy*) consisted of a round table in which the role of the social partners in the government of digitalization was addressed.



In the first place, **Gianfranco Torriero** (*Association of Italian Banking, Italy*) stressed the difficulties to face the rapidity of the technological changes driven by digitization and the need to influence key aspects such as training.

**Barbaro Costa** (*Uff. HRM Poste Italiane, Italy*) emphasized, among other aspects, the disruptive role of new technology companies (such as Amazon), as well as the importance of making accurate diagnoses that anticipate future scenarios.

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**Michele de Palma** (*FIOM-CGIL, Italy*) called the attention on the processes of restructuring and fragmentation of employment, as well as on some labour impacts of digitization (in terms, for example, of polarization of employment or dissolution of borders) between work and personal life).

Finally, **Cinzia Maiolini** (*CGIL, Italy*) highlighted some of the challenges that digitization poses to the trade union movement, in a context of weakness of European trade union organizations as a result of the effects of the crisis and austerity policies, such as: negotiation of algorithms, the need for regulations at European level; or disputes about work time.

The next event of the DIRESOC project will be held in Paris on September 24<sup>th</sup>.



Further information and follow up of the DIRESOC: [www.diresoc.eu](http://www.diresoc.eu)



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