



With financial support from the European Union

„SMART FACTORY: Labour Relations and Social Dialogue facing the pressure of digitisation of the economy and Industry (Industry 4.0)

Comparative study with communication and transfer of results [SF]”

Background of the project

Facing the digitisation processes, affecting economy and industry, we can assume far-reaching consequences for the economy and labour market. Those consequences result from increasing interconnectedness opening up new spaces for re-organisation of work due to automatization and increasing organisational flexibility. Moreover, new models of labour and production are likely to emerge triggered by new information and communication technologies.

According to the German digitisation initiative „Industrie 4.0“ future systems of production will be able to operate autonomously. This approach regards a so called „Smart Factory“ at the core of the process of industrial digitisation processes. Clearly, speaking of a “Smart Factory” still remains a technological vision not yet existent in the present. Apart from this approach other scenarios are likely. Triggered by the concept of a smart factory, labour relations and the social dialogue are facing new challenges and have increasingly been put under pressure.

Aim of the project is to raise the level of knowledge about the possible changes for industrial relations due to digitalisation. On a scientific basis we will investigate the impact of digitalisation and new technologies in four different regions (Germany/Wuerttemberg, Italy/Lombardia, Spain/Catalonia, Sweden/Gothenburg) and possibly determine need for action.

Analysis and research concept of the project

In order to answer our analysis and research questions on the consequences of digitalization and technology for the four European countries/regions, we intend to conduct expert interviews as well as a multi-level online Delphi survey. In these surveys, regional experts (working interest representatives) will be asked about their work environment, the digitisation of the company and the consequences and effects on the work processes and working conditions. In this context, the interviewees should give their assessments for different time periods: in the last 5 years, the present, the current trends as well as future expectations in the next 5 to 10 years.

The starting point of the two rounds of interviews (expert interviews and Delphi interviews) are qualitative expert interviews, containing questions about work organization, workplace situation, qualification requirements, corporate culture and data protection, delimitation of work, the need for action and possible consequences of digitalization and technologisation at the company level (micro level).



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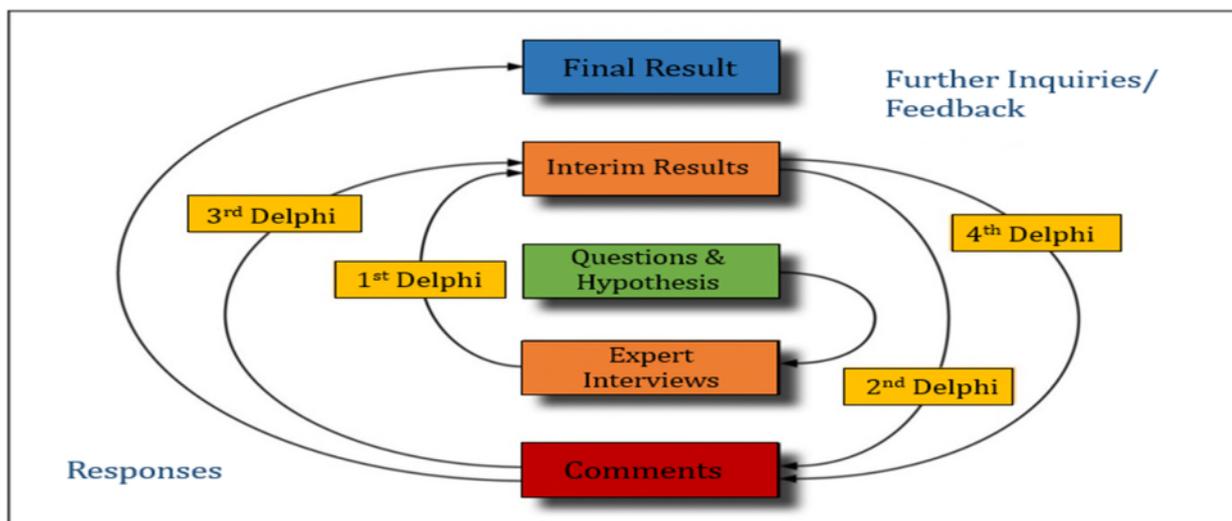


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The 10 interviews planned in each region/country are conducted following an expert questionnaire. They should take about 30 to 45 minutes and will be recorded digitally. Moreover, an **online Delphi survey** including **4 rounds** will be carried out with 25 experts in each region/country.

With the online Delphi survey, higher-level (macro-level) questions will be addressed f.e. questions concerning the labour market, the working environment, industrial relations and possible solutions and options for future action. Within the first rounds of the online Delphi survey (1st to 3rd Delphi), comments will be carried out in order to give feedback. These feedback loops will lead to interim results and after the 4th Delphi to the final result. On the basis of this final result, future scenarios will be developed using the scenario method.

Procedure of the Online Delphi Survey



Project Partners:

- ▶ ACLI Selbsthilfewerk für interkulturelle Arbeit e.V., Stuttgart
- ▶ Katholische Arbeitnehmerbewegung (KAB) der Diözese Rottenburg-Stuttgart
- ▶ Confederació Sindical De La Comision Obrera Nacional Catalunya (CCOO), Barcelona
- ▶ Unione Sindacale Regionale CISL Lombardia, Mailand
- ▶ Deutscher Gewerkschaftsbund (DGB) Bezirksverband Baden-Württemberg, Stuttgart
- ▶ Ev. Landeskirche Württemberg - Kirchlicher Dienst in der Arbeitswelt, Bad Boll
- ▶ Federazione Energia Moda Chimici e Affini (FEMCA), Sesto San Giovanni
- ▶ Eberhard Karls Universität Tübingen, Institut für Politikwissenschaft, Prof. Dr. Josef Schmid
- ▶ Katholische Betriebsseelsorge der Diözese Rottenburg-Stuttgart
- ▶ LO-distriktet i Västsverige (Schwedischer Gewerkschaftsbund), Göteborg

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