

iRel

Smarter industrial relations
to address new technological
challenges in the world of work

4th international conference

Industry 4.0

22 April 2021

Online via Zoom

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Participation at the conference is free
Registration: <https://www.uni-goettingen.de/de/irel/641913.html>


Smarter industrial relations to address new
technological challenges in the world of work



Project Outline

The „digital transformation“ of production processes poses landmark challenges for the organisation of the workplace and the related employment patterns. Such challenges call into question the regulatory role of industrial relations and the capacity of social partners to promote fair working conditions along with a smooth adjustment of companies to the new determinants of competitiveness.

The project addresses a gap in current industrial relations studies. It aims to combine a comprehensive understanding of the multifaceted phenomena linked to digitalisation with a critical examination of industrial relations practices that attempt to respond to the new needs of workers and undertakings. The research will encompass three digital transformation cases that show different implications for work patterns and industrial relations:

Platform Work

Smart Work

Industry 4.0

The aim is to analyse, evaluate and benchmark the effectiveness of social partners' action in terms of its responsiveness to the risks that threaten the quality of working conditions due to the technological restructuring of companies. This task requires a deep understanding of the digital transformation changes on three crucial features: the organisation of the workplace, the rationale behind managerial choices and the legal categories that translate the employment patterns into the formal schemes of the work relationship.

Thus, the project will combine a theoretical and interdisciplinary approach, linking organisation studies, labour law and industrial relations, with an accurate empirical review of industrial relations practices in specific sectors in the countries involved as well as at the transnational and the EU level.

The project is centred on a comparative and cross-sectoral analysis that aims at benchmarking the developments in different countries and sectors, taking into consideration also the existing initiatives at the European level, with a view to identifying good practices and reflecting on the reasons of unsuccessful experiences. Improving expertise on industrial relations by means of an open discussion, networking and information exchange will support the improvement of the quality of social dialogue and increase the effectiveness of the role of social partners as agents of economic innovation, sustainable growth and social cohesion.

Project Coordinator

- Marco Biagi Foundation, University of Modena and Reggio Emilia (Italy)

Co-applicants

- Aarhus University (Denmark)
- Alma Mater Studiorum – Università di Bologna (Italy)
- Georg-August-Universität Göttingen (Germany)
- Institute for Social and Trade Union Research – Istur (Bulgaria)
- Istituto di ricerche economiche e sociali Emilia-Romagna (Italy)
- Munkàstanàcsok Orszaàgos Szoevetsége
(National Confederation of Workers' Councils) (Hungary)
- Tartu Uelikool (Estonia)
- Università degli studi di Bari A. Moro (Italy)
- University of Lodz (Poland)

Associate Organisations

- Dansk Arbejdsgiverforening, DA (Denmark)
- Eesti Ametiühingute Keskkliit (Estonia)
- European Trade Union Confederation (EU)
- Fagbevægelsens Hovedorganisation, FH (Denmark)
- Federazione Italiana Lavoratori Commercio Alberghi Mense Servizi, FILCAMS-CGIL (Italy)
- Industriegewerkschaft Metall, IG Metall (Germany)

09:30

Opening of the Conference

Prof. Dr. Rüdiger Krause

Georg-August-University Göttingen, Germany

Ass. Prof. Dr. Iacopo Senatori

University of Modena and Reggio Emilia, Italy

The iRel-Project – Rationale, Methodology and interim Results

Prof. Dr. Rüdiger Krause

Industry 4.0, Labour Law and Social Dialogue –
Overview and Challenges

10:00 to 12:30

Panel I

Dr. Henrik Müller-von der Ohe

Volkswagen AG, Consultant of the Group Works Council (Wolfsburg)

Detlef Gerst

IG Metall, Future of Work Department (Frankfurt)

Steffen Brinkmann

Continental AG, Human Resources Department (Hannover)

Elisa Hensel

BAVC, European and International Social Affairs (Brussels)

Isabelle Schömann

European Trade Union Confederation, Confederal Secretary (Brussels)

Discussion

12:30 to 14:00

Lunch Break

14:00 to 16:30

Panel II

Dr. Indira Dupuis

Foundation Work and Environment of the Trade Union IG BCE,
Head of Department Transformation of Work (Berlin)

Nils Werner

Research Assistant, Institute for Codetermination and Corporate Governance
of the Hans-Böckler-Foundation (Düsseldorf)

Dr. Marta Böning

Head of Unit, Department of Law, German Confederation of Trade Unions (DGB),
Executive Board (Berlin)

Helena Wolff

Department of Employment and Labour Law,
Confederation of German Employers' Associations (BDA) (Berlin)

Thilo Scholle

BMAS, Policy Lab Digital, Work and Society (Berlin)

Discussion

16:30 to 16:45

Closing Remarks

Prof. Dr. Edoardo Ales

University of Napoli Parthenope