

Comparative analysis – initial observations

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Where are we now?

- ❑ Total of **30 case studies** completed, all at **company level**.
- ❑ In each country involved (Italy, Lithuania, North Macedonia, Poland and Romania) six case studies were prepared.
- ❑ Most of the cases concern changes in the work process that are directly related to the technological change (**22**), while the other report remote (or hybrid) work practices (**9**) and, more seldom Improving ergonomics (physical space) of workplaces (**7**). The sum of practices covered (**38**) exceeds number of case studies because certain cases provide evidence of more than one type of practice.
- ❑ In course of the comparative analysis, the classification of case studies as to what specific type of practice they pertain might be subject to minor adjustments.
- ❑ Overview of the case studies follows ->

Country	Name of company	Changes in the work process that are directly related to the technological change	Remote work practices/measures	Improving ergonomics (physical space) of workplaces due to process of digitalisation and/or automation
IT	Amazon	X		
IT	ENI	X		
IT	Michelin		X	
IT	Olivetti	X		
IT	UniCredit	X		
IT	Autostrade Per L'Italia		X	
LT	SĮ 'Vilniaus miesto būstas'		X	
LT	AB „VILKMA“, Ukmergė	X		X
LT	Vilnius Republican University Hospital	X		X
LT	AB 'Ignitis gamyba'	X		X
LT	Vilniaus Žirmūnų Gymnasium		X	X
LT	National Cancer Institute	X		X
MK	Glamur BK	X		
MK	Paver Trade	X		
MK	"Furniture"*	X		
MK	"Textile"*	X		X
MK	"Food"	X		
MK	"Paper"	X		X
PL	IGT Poland		X	
PL	Orange	X	X	
PL	Santander Bank Polska	X		
PL	"Medical"*	X	X	
PL	Contrain	X		
PL	AFAN	X		
RO	OMV Petrom		X	
RO	Electrica SA	X		
RO	Automobile Dacia SA		X	
RO	CFR Calatori	X		
RO	LINEES	X		

Initial observations

- ❑ We can tentatively state that apart from Italy, the changes described in case studies were rarely (observed in Romania) subjected to full-scaled social dialogue.
- ❑ Social dialogue was observed in more rudimentary forms such as passing of information about the changes being implemented and/or conducting more or less informal consultations.
- ❑ The cases show that implementation of new technologies that substitute for human work/labour do not necessarily (nor directly) lead to redundancies, as companies attempt to place the workers elsewhere.
- ❑ Given the context of shrinking labour (skilled and semi-skilled) supply, automation/robotization/digitalization of the workplace may not necessarily stir up industrial conflicts but they are not possible but actually happen.
- ❑ The extent and depth of those processes vary accross sectoral and national labour markets, as they range from introduction of numerical control/computer numerical control machines or electronic document management systems in a single workplace to complex reorganisation of work in multi-establishment organisational (corporate) structures