

# Industrial RElations and Social Dialogue for an Economy and a Society "4.0"

(IRESDES4.0)



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# Background

- Digital transformation is significantly increasing – according to DESI, all states are improving their digital performance
- COVID-19 crisis further accelerates a rapid digitalisation at the workplaces

High number of different collective labour agreements (800+ in Italy alone!)  
Agreements are outdated (often created before 90s)  
Agreements do not correspond to the new digital realities



Growing management difficulties among companies, especially SMEs  
Declining efficiency  
Difficulties to compete  
Worsened quality of the employment



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# Project goals

The project will:

- analyse the **impact** and the opportunities of **digitalisation** on companies and their employees
- examine how the **trends** brought by digitalisation are reflected **in the collective labour** agreements across Europe
- consider two major areas: **smart working** & development of **digital skills** in the work-places



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# Main outcomes

## *Project milestone*

- ❖ Report on the state-of-the-art regarding the smart working and digital skills development in the social dialogue practices and the CLAs

## *Project milestone*

- ❖ Recommendations on addressing the smart working and on-the-job digital skills development within CLAs and social dialogue practices

## *Additional outcome*

- ❖ **IRESDES4.0  
European  
Stakeholder Board**



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# Project consortium

- Coordinator: Confimi Industria – Italian employers’ federation representing around 40.000 companies (employing 495 000 people!)
- European DIGITAL SME Alliance – Brussels-based European association, representing around 20,000 digital SMEs across Europe
- ADAPT Associazione – an Italian research centre leading on the labour market research and labour relation issues
- FIM-CISL Veneto – a regional branch of the Italian trade union organization representing 225.000 metalworkers!



- Project is supported by IndustriALL Europe - the European Trade Union of independent and democratic trade unions



# IRESDES4.0 European Stakeholder Board

- 50 top European experts representing unions and employers
- 18 months of strategic guidance to the project
- Participation in expert interviews and 3 co-creational expert workshops + 1 Final conference
- Inputs and guidance on the key project outputs, in particular, recommendations for upgrading labour agreements for an economy and a society 4.0
- *Form to express interest: <https://www.digitalsme.eu/european-stakeholder-board-social-dialogue-for-economy-society-4-0/>*



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# Thank you !



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