Mastering the transformation in the auto industry
The german auto- and supplier- industry

- 820,000 workers (WZ29, incl. Truck sector), plus sectors like forges, engineering services, tyres, parts of the steel and aluminum industry
- 1/3 of the jobs are directly connected to the combustion engine drivetrain; 80,000 jobs are Diesel-related
- Some very big players, lots of specialized SME’s
- Highly regulated sector with very good working conditions, see latest bargaining round
- Workers structure is changing:
  - constant decrease of production work due to relocation and productivity increases,
  - increase of engineering and software development positions
- Europe: in total 12.6mio jobs, 90bn€ trade surplus in 2016
Main drivers of change

- Climate change and regulation
- Digitalisation (of product and of production)
- Globalisation of markets

Current situation:

- Rapid diesel decline and upcoming diesel bans from cities
- As a result: OEMs move to electromobility in order to meet CO² targets in 2021
- Biggest challenges for BEVs: price, range, charging infrastructure
- Other technologies may play a role long term: hydrogen and e-fuels
The transformation started already

- OEMs plan for up to 25% market share of EV’s in 2025
- ECF-Study predicts positive impact for the overall european economy
  - new jobs created to build charging infrastructure
  - resources now used to import oil can
- ELAB study 2010,
  - development of new technologies create jobs in the sector
- ELAB2 study 2018 (to be published in april)
  - reflects current scenarios for market ramp up
  - indicates job losses in the sector, impact depends on the market share
  - biggest impact on smaller supplier companies and some regions
- job losses already started in Diesel development and production
5 to 12: why act now?

- It takes time before alternative drivetrain concepts will have a bigger impact...
  ... decisions regarding policies and technology are required now

- Qualifikation requirements will gradually change over time...
  ... rework of qualification policy has to start now
Mastering the transformation

IG Metall main goals in the auto industry

- technology neutrality
- maintain the value chain
- Europe as lead market
- focus on workers interests
IG Metall main areas of activity regarding transformation:

- **European level**: regulation
- **National level**: labour market and investment policies
- **Company level**: technology-, location- and investment-decisions
- **Shop level**: job security and qualification
Lobbying activities on the European level

- biggest challenge: CO$_2$-reduction.
- together with IndustriAll: influencing EU-regulation
- IG Metall position paper as opener of the discussion

Berlin: climate protection plan

- mismatch between targets and planned measures/activities
- supporting industrial policies for battery cell production, hydrogen-technology and charging-infrastructure
- realign labour market toolbox for the transformation
IG Metall main areas of activity regarding transformation:

Influence company decisions

- technology- und investment-decisions
- Site / plant concepts

Shopfloor- and bargaining policies:
Tasks for trade union and workers reps

- New tools for local employment and skilling policy
  - strategic skills policy on plant level
  - reskilling programs to secure employment
  - create „personnel clearing houses“
  (german: Personaldrehscheibe)
Create awareness / focus on workers interests

- Balance environmental, industry- and employment goals.
- Sustainable company investment strategies
- Prudent environmental- and technology policy on national and european level
- Prepare for conflicts with companies and politics regrading ressources and agenda-setting